

AS Base Salary Schedule

YOE	AS Base Salary
0	\$47,500
1	\$48,500
2	\$49,500
3	\$50,500
4	\$51,500
5	\$52,500
6	\$53,500
7	\$54,500
8	\$55,500
9	\$56,500
10	\$57,500
11	\$58,500
12	\$59,500
13	\$60,500
14	\$61,500
15	\$62,500
16	\$63,500
17	\$64,500
18	\$65,500
19	\$66,500
20+	\$67,500



Achievement Schools' Teacher Compensation Structure

The Achievement Schools compensation structure is designed to celebrate the hard work and outcomes of our incredibly talented Teachers. We believe that Teachers should be rewarded for the effort and commitment that they demonstrate everyday as they grow our students. This document outlines the performance inputs that drive the various forms of compensation available to Achievement Schools Teachers (raises, bonuses and stipends).

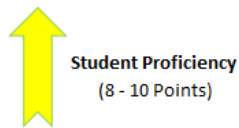
Performance Input

Individual Performance

Teachers WITH Individual TVAAS Scores		Teachers WITHOUT Individual TVAAS Scores			Performance Rating	
Component	Component Weight	Component	Component Weight			
Observations	35%	Observations	40%		5	
Student Surveys	15%	Student Surveys	20%		4	
Student Growth	35%	Student Growth	25%		3	
Student Achievement	15%	Student Achievement	15%		2	
					1	

Individual Teacher performance ratings are measured on a 5 point scale where 5 represents our most successful Teachers and 1 represents our Teachers having the greatest level of difficulty. Performance ratings are driven by Formal Observations, Student Surveys/Feedback, Student Growth (TVAAS), and Student Achievement (TCAP, STEP or MAP).

School-wide TCAP Performance



As part of the Achievement School District's mission to move schools to the Top 25% in TN, school-wide performance is measured by the increase in the percentage of students proficient on TCAP. Every school has annual TCAP performance goals typically ranging from 8 – 10 point increases in school-wide proficiency.

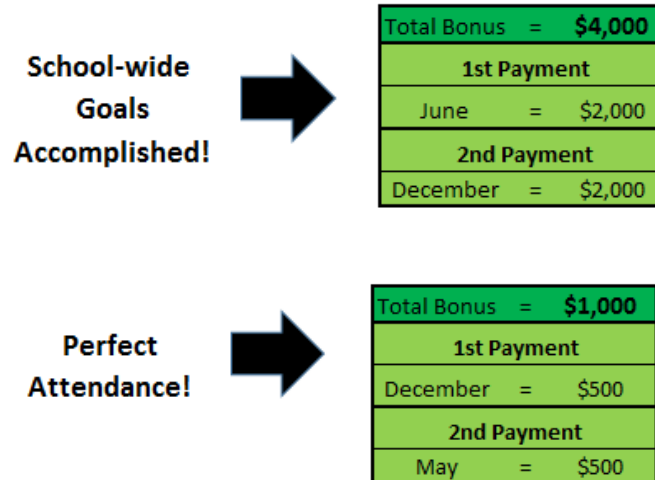
Salary Raises:

Performance Rating		Salary Increase
5	=	\$4,000
4	=	\$2,000
3	=	\$1,000

Teachers earning a performance rating of 3, 4 or 5 are eligible for a raise (an increase in their base salary) of \$1000, \$2000, or \$4000 respectively.



Bonuses:



Teachers are eligible to earn up to \$5000 in one-time bonuses each year. When your school achieves its school-wide TCAP goals, then every teacher will receive a bonus of \$2000 at the conclusion of the current school year and \$2000 at the conclusion of Winter Break the following school year. Note: You must be an active Teacher with the Achievement Schools in Dec. of the following school year in order to receive the second half of your bonus.

In addition to the school-wide bonus, every Teacher who has perfect attendance (i.e. has been present at school every day with the exception of Principal-approved professional development) will receive an additional bonus of \$500 at the conclusion of each semester.

Stipends:

Throughout the course of the school year, there are a number of opportunities for Teachers to earn additional stipends for taking on a Leadership role within their school. These stipends can range from \$500 - \$2500. These opportunities for leadership are determined each year by the Principal based upon the school's need. Some of the potential roles are listed below. Note: In addition to leadership stipends, the Achievement Schools is committed to investing in Teacher Leaders by sponsoring their participation in nationally recognized teacher leadership development programs such as NAATE or Leading Educators.

Stipend Roles
Grade Level Chair
Co-hort Leader
Saturday School Teacher
Coach/Athletic Leader