



Chester County School System
SOAR Compensation Plan

SOAR Compensation Plan Handbook

A Guide for Chester County Educators

2019-2020 School Year

Increasing district performance and results for student benefit
Recruiting, rewarding, and retaining educators in hard-to-staff positions
Recruiting, rewarding, and retaining highly performing learning leaders

Revised 06/03/2019



Brief History of the SOAR Compensation Plan

We are proud of our school system and the quality of teaching and learning that takes place in our classrooms each and every day. Chester County School Systems' (CCSS) success is the result of many things, but especially our dedicated staff.

In 2013, we were fortunate to receive Teacher Incentive Fund (TIF) 4 funding to develop a strategic compensation model that rewards educators for their efforts to increase students' skills and content knowledge in every classroom, every day.

During the commitment to TIF 4 Grant, a 22-member team of teachers, principals, the Director of Schools, Board of Education members, and other key stakeholders invested in educational improvement designed the new SOAR Compensation Plan over a seven-month period to support excellence in our schools.

Original, Overarching SOAR Goals

- **Increase District performance and results**
- **Recruit, reward, and retain hard-to-staff positions**
- **Increase teacher-leadership opportunities**
- **Recruit, reward, and retain highly performing building leaders**

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SOAR Compensation Plan- Alternative Salary Schedule

The SOAR model is the same for all positions—teachers and administrators.

SOAR Eligibility

All certified staff who receive a TEAM Overall Level of Effectiveness score participate in the SOAR Compensation Salary Schedule.

- Central office staff, substitute teachers, student teachers, contracted employees, hourly employees and staff who do not receive a TEAM Overall Level of Effectiveness score are *not* eligible to participate in the SOAR Compensation Salary schedule.

Participation

Current Certified Staff

All current, certified employees who receive levels of effectiveness (LOE) scores are included in the SOAR Compensation Plan. All current, certified employees who don't receive levels of effectiveness (LOE) scores (i.e. supervisors, central office administrators) are compensated with a separate salary schedule included in this document.

Interim employees (those teaching less than 120 days) will be placed on the current step and level salary schedule to determine base pay and will remain on this salary schedule for the remainder of the school year.

Salary Schedules

SOAR Compensation Salary Schedule

Certified employees who are first employed into Chester County School System and have previous educator experience will transition to the SOAR Compensation Salary Schedule. Their starting base pay will be their current step and level base pay or the closest equivalent without a reduction.

For example: A teacher who currently earns \$41,430 will be placed at Step 17 (\$41,600) in the new schedule as it is the closest step without a reduction.

All certified employees on the SOAR Compensation Salary Schedule understand that they will no longer receive base pay increases solely for years of service and degrees (as defined by the CCSS step and level salary system). Instead, they will receive a base pay increase if they perform at appropriate levels.

Base pay increases are based on data and, therefore, will not be the same for every employee. Data from the (previous) school year will determine a teacher's step increase for the next Educator Contract for the next school year.

For example: LOE Data results from the 2017-18 school year would determine step increase for 2019-20 school year contracts provided in July, 2019.

To receive a base pay increase as part of the SOAR Compensation Salary Schedule, all educators must:

- Have credentials for the position in which they function.
- Be in “good standing,” meaning that all paperwork/certifications are up-to-date.
- Be supervised and evaluated by the principal (or his/her designee) where they are serving students.
- If applicable, employees must review instructional-linkage and assignment-verification information for accuracy (applicable employees are responsible for claiming their students’ individual scores).

In the SOAR Compensation Salary Schedule, each step is worth \$350.

Teachers will receive step increases based on the following criteria:

- Completion of an advanced degree from an accredited school of education or content-specific advanced degree with prior written approval from the District: Four steps, or \$1,400
- TEAM Overall Level of Effectiveness score of 5: Three steps, or \$1,050
- TEAM Overall Level of Effectiveness score of 4: Two steps, or \$700
- TEAM Overall Level of Effectiveness score of 3: One step, or \$350

SOAR Salary Schedule

Step	1	2	3	4	5	6	7	8	9
Salary	36,000	36,350	36,700	37,050	37,400	37,750	38,100	38,450	38,800
10	11	12	13	14	15	16	17	18	19
39,150	39,500	39,850	40,200	40,550	40,900	41,250	41,600	41,950	42,300
20	21	22	23	24	25	26	27	28	29
42,650	43,000	43,350	43,700	44,050	44,400	44,750	45,100	45,450	45,800
30	31	32	33	34	35	36	37	38	39
46,150	46,500	46,850	47,200	47,550	47,900	48,250	48,600	48,950	49,300
40	41	42	43	44	45	46	47	48	49
49,650	50,000	50,350	50,700	51,050	51,400	51,750	52,100	52,450	52,800
50	51	52	53	54	55	56	57	58	59
53,150	53,500	53,850	54,200	54,550	54,900	55,250	55,600	55,950	56,300
60	61	62	63	64	65	66	67	68	69
56,650	57,000	57,350	57,700	58,050	58,400	58,750	59,100	59,450	59,800
70	71	72	73	74	75				
60,150	60,500	60,850	61,200	61,550	61,900				

Educator Step and Level Salary Schedule for transition to SOAR Salary Schedule

Ex	BACHELORS	MASTERS	EDS	PHD
0	36,000	38,555	39,056	42,366
1	36,350	38,555	39,644	42,961
2	36,350	38,555	39,644	42,961
3	36,350	38,555	40,266	43,659
4	36,350	38,555	41,071	44,553
5	36,350	38,555	41,910	45,453
6	38,320	42,400	43,026	46,670
7	38,320	42,400	43,931	47,645
8	38,320	42,400	45,215	49,061
9	38,320	42,400	46,174	50,100
10	38,320	42,400	46,360	50,284
11	42,250	45,910	47,329	51,338
12	42,250	45,910	47,526	51,549
13	42,250	45,910	48,523	52,639
14	42,250	45,910	48,717	52,822
15	42,250	45,910	49,745	53,937
				Updated 5/17/2019

Certified Administrators without LOEs Step and Level Salary Schedule

Ex	MA	MA+	EDS	PHD
0	42,028	45,443	48,288	51,703
1	42,597	46,011	48,858	52,272
2	43,166	46,581	49,428	52,842
3	43,735	47,150	49,995	53,410
4	44,305	47,720	50,565	53,980
5	44,873	48,288	51,133	54,548
6	45,443	48,858	51,703	55,118
7	46,581	49,428	52,272	55,687
8	47,150	49,995	52,842	55,687
9	47,720	50,565	53,410	56,256
10	48,288	51,133	53,980	56,825
11	48,858	51,703	54,548	59,100
12	49,428	52,272	55,118	59,670
13	49,995	52,842	55,687	60,239
14	50,565	53,410	55,687	60,809
15	51,133	54,548	56,256	61,377
16	51,133	54,548	56,825	61,377
17	51,703	55,118	57,395	61,947
18	52,272	55,687	57,963	61,947
19	52,842	56,256	58,532	62,516
20	53,410	56,825	59,670	62,516
25	55,687	59,100	61,377	63,654

Supplemental Positions Schedule

	Position	% BA & 0	2019-20 Pay
Jacks Creek			
	Principal	0.1902	\$6,847
	Tech Team	0.0285	\$1,026
	Annual	0.0189	\$680
	Webpage	0.0189	\$680
West Chester			
	Principal	0.2137	\$7,693
	Tech Team	0.0285	\$1,026
	Tech Team	0.0285	\$1,026
	Annual	0.0189	\$680
	Webpage	0.0189	\$680
East Chester			
	Principal	0.2382	\$8,575
	Assistant Principal	0.0953	\$3,431
	Tech Team	0.0285	\$1,026
	Tech Team	0.0285	\$1,026
	Tech Team	0.0285	\$1,026
	Annual	0.0189	\$680
	Webpage	0.0189	\$680
CCMS			
	Principal	0.2588	\$9,317
	Assistant Principal	0.1324	\$4,766
	Tech Team	0.0285	\$1,026
	Tech Team	0.0285	\$1,026
	Annual	0.0098	\$353
	Annual	0.0098	\$353
	Webpage	0.0189	\$680
County-Wide			
	Supervisor 6-12, Materials	0.1703	\$6,131
	Supervisor Special Education	0.1703	\$6,131
	Supervisor	0.1703	\$6,131
	Supervisor & Title I	0.1703	\$6,131
	Portfolio Coach	0.0426	\$1,534
	System Webpage	0.0753	\$2,711
	Supervisor for Transportation	0.2387	\$8,593
	School Safety Supervisor	0.0833	\$3,000
CCJHS			
	Principal	0.3833	\$13,799
	Assistant Principal	0.1921	\$6,916
	Tech Team	0.0285	\$1,026
	Tech Team	0.0285	\$1,026
	Tech Team	0.0285	\$1,026
	Annual	0.0142	\$511
	Annual	0.0142	\$511

	Cheerleader Basketball	0.0637	\$2,293
	Cheerleader Football	0.0638	\$2,297
	Head Football	0.098	\$3,528
	Assistant Football	0.0667	\$2,401
	Assistant Football	0.0667	\$2,401
	Assistant Football	0.0667	\$2,401
	Baseball	0.049	\$1,764
	Assistant Baseball	0.0384	\$1,382
	Softball	0.049	\$1,764
	Assistant Softball	0.0384	\$1,382
	Volleyball	0.049	\$1,764
	Girls Basketball	0.098	\$3,528
	Assistant GBK	0.049	\$1,764
	Boys Basketball	0.098	\$3,528
	Assistant BBK	0.049	\$1,764
	Girls Soccer	0.049	\$1,764
	Assistant Girls Soccer	0.0384	\$1,382
	Boys Soccer	0.049	\$1,764
	Assistant Boys Soccer	0.0384	\$1,382
	Girls Cross Country	0.015	\$540
	Boys Cross Country	0.015	\$540
CCHS			
	Principal	0.7871	\$28,336
	Assistant Principal	0.3411	\$12,280
	Assistant Principal	0.3411	\$12,280
	Tech Team	0.0285	\$1,026
	Tech Team	0.0285	\$1,026
	Tech Team	0.0285	\$1,026
	Tech Team	0.0285	\$1,026
	Annual	0.0667	\$2,401
	Drama	0.1042	\$3,751
	Assistant Drama	0.0856	\$3,082
	Band	0.2284	\$8,222
	Assistant Band	0.0667	\$2,401
	Asst.Band & Theatre/Color Guard	0.1042	\$3,751
	Band Camps	0.0521	\$1,876
	Athletic Director	0.1433	\$5,159
	Cheerleader Sponsor	0.0951	\$3,424
	Assistant Cheerleader Sponsor	0.0667	\$2,401
	Football	0.2284	\$8,222
	Assistant Head Football-OC	0.2268	\$8168

	Assistant Football - DC	0.1245	\$4,482
	Football Technology	0.0667	\$2,401
	Assistant Football	0.1137	\$4,093
	Assistant Football	0.1024	\$3,686
	Freshman Football	0.1024	\$3,686
	Weight Room/Field house	0.1024	\$3,686
	Volleyball	0.1042	\$3,751
	Golf	0.0384	\$1,382
	Golf	0.0384	\$1,382
	Girls Cross Country	0.0285	\$1,026
	Boys Cross Country	0.0285	\$1,026
	Girls Soccer	0.1042	\$3,751
	Assistant Girls Soccer	0.0667	\$2,401
	Boys Soccer	0.1042	\$3,751
	Assistant Boys Soccer	0.0667	\$2,401
	Girls Basketball	0.2284	\$8,222
	Asst Girls Basketball	0.1042	\$3,751
	Asst Girls Basketball	0.1042	\$3,751
	Boys Basketball	0.2284	\$8,222
	Asst Boys Basketball	0.1042	\$3,751
	Asst Boys Basketball	0.1042	\$3,751
	Freshman Girls Bkb	0.036	\$1,296
	Freshman Girls Bkb	0.036	\$1,296
	Freshman Boys Bkb	0.036	\$1,296
	Freshman Boys Bkb	0.036	\$1,296
	Tennis	0.0765	\$2,754
	Asst Tennis	0.049	\$1,764
	Baseball	0.1042	\$3,751
	Assistant Baseball	0.0667	\$2,401
	Softball	0.1042	\$3,751
	Assistant Softball	0.0667	\$2,401
	Track (girls & boys)	0.057	\$2,052
	CTE Supervisor	0.1421	\$5,116
	Webpage	0.0189	\$680

Hard-to-Staff and High Need Incentive Bonuses

The District offers the following incentives for hard-to-staff and high need positions:

1. Internal transfer or recruitment
2. New teacher recruitment
3. Retention stipend
4. Tuition reimbursement

Hard-to-staff positions are in tested or accountability areas only. The District will define hard-to-staff, high need and accountability areas annually. These positions will be posted before the end of the previous school year.

1. Internal transfer or recruitment

Educators who agree to move to a hard-to-staff, high need or accountability area will receive a \$2,000 one-time bonus.

- This amount will be awarded in one lump sum payment. The amount of bonus the educator will receive will be based on the percentage of time that he is teaching in this area. A teacher not teaching 100% of the time in this area would not get 100% of the bonus amount.

2. New teacher recruitment incentives

Teachers new to the District who move into a designated hard-to-staff, high need or accountability area will receive a \$1,500 signing bonus. Teachers will receive another \$2,500 stipend following demonstration of satisfactory performance (TEAM Overall Level of Effectiveness score of 3 or higher).

- This amount will be awarded in one lump sum payment. The amount of bonus the educator will receive will be based on the percentage of time that he is teaching in this area. A teacher not teaching 100% of the time in this area would not get 100% of the bonus amount.

3. Retention Stipend

Existing teachers who serve in hard-to-staff, high-need, or accountability positions will receive a \$1,000 one-time bonus if an internal transfer or new teacher moves into the same position in which they currently serve.

- This amount will be awarded in one lump sum payment. The amount of bonus the educator will receive will be based on the percentage of time that he is teaching in this area. A teacher not teaching 100% of the time in this area would not get 100% of the bonus amount.

4. Tuition Reimbursement

Teachers who obtain a content-specific endorsement or take content-specific higher education coursework will receive tuition reimbursement of up to four classes per year (approximately \$1,000 per class).

Teachers must serve in a hard-to-staff area the year the tuition reimbursement is received, demonstrate satisfactory performance in the coursework, and the District must grant written pre-approval of the coursework and higher education program.

Teachers are eligible to receive this incentive one time, and they must have a TEAM Overall Level of Effectiveness score of 3, 4, or 5.

Issue Resolution

Educator Empowerment, Open Communication, and Transparency

We recognize that SOAR will only be successful if educators are informed and engaged. CCSS is committed to building educator understanding of the program, its benefits, their eligibility and the financial rewards they can earn.

Our goal: To partner with educators to ensure that those who have worked hard to earn an award will be accurately compensated for their efforts. We strive to be transparent and fair. Also, we encourage dialogue—providing multiple opportunities to submit questions and address concerns.

Teachers will be responsible for annual verification of the data used to calculate salary base increases reflected in subsequent employment contracts. Any inquiries regarding individual data, TEAM Overall Level of Effectiveness scores, eligibility, and estimated award amounts should be addressed by submitting an email to the Support Services Supervisor.

The Support Services Supervisor will be available to review inquiries and resolve potential errors and omissions. Appeals will be addressed by a committee (comprised of the Support Services Supervisor and members of the Faculty Advisory Committee*) and, ultimately, the Director of Schools.

How the Inquiry Resolution Process Works:

Support Services Supervisor  **Committee**  **Director of Schools**

1. Educator submits inquiry through school district mail or email to Support Services Supervisor
2. Support Services Supervisor reviews inquiry
3. Support Services Supervisor investigates
4. Response provided
5. Educator may appeal decision
6. Committee reviews appeal
7. Response provided
8. Educator may appeal decision
9. Director of Schools reviews appeal
10. Director of Schools provides final decision

**Faculty Advisory Committee members on the committee may not be from the same building as the individual who submitted the inquiry, and they may not be associated through a friendship/relationship.*