

Chester County Schools



SOAR Compensation Plan Handbook

A Guide for Chester County Educators

2021-2022 School Year

Guiding Principles:

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

Table of Contents

SOAR Compensation Plan- SOAR <i>Classic</i>	3
SOAR <i>Classic</i> Eligibility & Participation & Salary Schedule	
SOAR Compensation Plan- SOAR 2.0	
SOAR 2.0 Eligibility & Participation & Salary Schedule	6
Additional Compensation Plans	
Step and Level Salary Schedule (certified administrative staff without LOE)	8
Supplemental Positions Schedule	9
Bonus Model	
Hard-to-Staff and High Need Incentive Bonuses	13
Issue Resolution:	
Educator Empowerment, Open Communication, and Transparency	14

This model was first offered to all Chester County educators for the 2014-15 school year because of the district's decision to participate in the Teacher Incentive Fund (TIF) 4 funding. This performance funding grant was designed to develop a strategic compensation model that rewards educators for their efforts to increase students' skills and content knowledge in every classroom, every day. Originally this salary schedule was called the SOAR Compensation Plan. Since the development of the SOAR **2.0** Salary Schedule, this compensation plan is now titled the SOAR *Classic*. The SOAR *Classic* is the same for all positions- educators and administrators.

SOAR *Classic* Eligibility & Participation

All certified staff hired on or before the 2019-20 school year and who receive a TEAM Overall Level of Effectiveness score may participate in the SOAR *Classic* Salary Schedule.

- Central office staff, substitute educators, student educators, contracted employees, hourly employees and staff hired who do not receive a TEAM Overall Level of Effectiveness score are *not* eligible to participate in the SOAR *Classic* Salary schedule.
- Interim employees (those teaching less than 120 days) will be placed on the SOAR **2.0** Salary Schedule to determine base pay and will remain on this salary schedule for the remainder of the school year.

SOAR *Classic* Salary Schedule

All certified employees on the SOAR *Classic* Salary Schedule 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 an educator's step increase for the next Educator Contract for the next school year.

For example: LOE Data results from the 2018-19 school year would determine the step increase for 2020-21 school year contracts provided in July, 2020.

To receive a base pay increase as part of the SOAR *Classic* 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 appropriate administrator (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 *Classic* Salary Schedule, each step is worth \$350.

Educators 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
- The steps of the SOAR *Classic* Salary Schedule are static. New state funding received to increase beginning salary amounts of Chester County Educators will be included with the SOAR **2.0** Salary Schedule.
- All educators who are currently on the SOAR *Classic* Salary Schedule may consider a move to the SOAR **2.0** Salary Schedule each school year. The educator's choice to move from the SOAR *Classic* Salary Schedule will occur only once.

SOAR *Classic* 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				

SOAR Compensation Plan- SOAR 2.0

This model was first offered to all Chester County educators for the 2020-21 school year because of the district decision to offer a more competitive salary plan for recruitment and retention of new educators and learning leaders. This salary schedule models the “step and level” schedule that increases all certified staff’s salary based on years of experience and highest degree level attained. The SOAR 2.0 Salary Schedule is the same for all positions—educators and administrators.

SOAR 2.0 Eligibility & Participation

All eligible educators (hired on or before the 2019-20 school year and who receive a TEAM Overall Level of Effectiveness score) were able to choose to remain on the SOAR *Classic* or move to SOAR 2.0. All educators hired on or after the 2020-21 school year are compensated by the SOAR 2.0 Salary Schedule. The SOAR 2.0 Salary Schedule is the same for all positions—educators and administrators.

- The SOAR 2.0 Salary Schedule offers yearly salary increases for the first twenty (20) years of experience and one additional salary increase at/after twenty-five (25) years of experience.
- The SOAR 2.0 Salary Schedule offers five (5) lanes of degree levels for the schedule: Bachelor’s, Master’s, Master’s + (a minimum of 30 hours of earned credit), Education Specialist, and either a Doctor of Education or Doctor of Philosophy in Education.
- New state funding received to increase beginning salary amounts of Chester County Educators will be included with the SOAR 2.0 Salary Schedule. The steps of the SOAR *Classic* Salary Schedule are static.
- Each school year, the educators who are currently compensated by the SOAR *Classic* may choose to move to the SOAR 2.0 Salary Schedule. If an educator chooses to change to the SOAR 2.0 Salary Schedule, the decision will be fixed through the length of the educator’s employment.
- Interim licensed educators (those teaching less than 120 days) will be placed on the SOAR 2.0 Salary Schedule to determine base pay and will remain on this salary schedule for the remainder of the school year.

SOAR 2.0 Salary Schedule

Experience	BA/S	MA/S	MA/S+	EDS	EDD/PHD
0	\$38,400	\$42,000	\$42,300	\$44,500	\$47,700
1	\$39,990	\$42,682	\$44,058	\$46,350	\$49,698
2	\$40,428	\$43,364	\$44,548	\$46,865	\$50,264
3	\$40,865	\$44,046	\$45,037	\$47,380	\$50,831
4	\$41,303	\$44,728	\$45,526	\$47,895	\$51,397
5	\$41,741	\$45,410	\$46,015	\$48,410	\$51,964
6	\$42,179	\$46,093	\$47,123	\$49,183	\$52,530
7	\$42,616	\$46,556	\$47,612	\$49,698	\$53,097
8	\$43,054	\$47,020	\$48,101	\$50,213	\$53,663
9	\$43,492	\$46,100	\$47,175	\$49,250	\$52,650
10	\$43,930	\$47,947	\$49,080	\$51,243	\$54,796
11	\$45,423	\$50,213	\$51,243	\$52,736	\$55,363
12	\$45,861	\$50,676	\$51,732	\$53,251	\$55,929
13	\$46,299	\$51,140	\$52,221	\$53,766	\$56,496
14	\$46,736	\$51,603	\$52,710	\$54,281	\$57,062
15	\$47,174	\$52,067	\$53,200	\$54,796	\$57,629
16	\$47,612	\$52,530	\$53,689	\$55,311	\$59,174
17	\$48,050	\$52,994	\$54,178	\$55,826	\$59,740
18	\$48,487	\$53,457	\$54,667	\$56,341	\$60,307
19	\$48,925	\$53,921	\$55,157	\$56,856	\$60,873
20	\$49,363	\$54,384	\$55,646	\$57,371	\$61,440
25	\$50,676	\$55,826	\$56,882	\$58,607	\$62,676

Certified District Leaders without LOEs Step and Level Salary Schedule

- Central office/district leaders who do not receive a TEAM Overall Level of Effectiveness score are *not* eligible to participate in either of the SOAR *Classic* or SOAR **2.0** Salary schedules.
- The Central office/district leaders' salary schedule offers four (4) lanes of degree levels for the schedule: Master's, Master's + (a minimum of 30 hours of earned credit), Education Specialist's, and either a Doctor of Education or Doctor of Philosophy in Education.

Experience	MA/S	MA/S+	EDS	EDD/PHD
0	\$44,371	\$47,976	\$50,980	\$54,586
1	\$44,972	\$48,577	\$51,581	\$55,186
2	\$45,572	\$49,178	\$52,183	\$55,788
3	\$46,173	\$49,779	\$52,782	\$56,387
4	\$46,774	\$50,380	\$53,384	\$56,989
5	\$47,375	\$50,980	\$53,983	\$57,589
6	\$47,976	\$51,581	\$54,586	\$58,191
7	\$49,178	\$52,183	\$55,186	\$58,791
8	\$49,779	\$52,782	\$55,788	\$58,791
9	\$50,380	\$53,384	\$56,387	\$59,393
10	\$50,980	\$53,983	\$56,989	\$59,993
11	\$51,581	\$54,586	\$57,589	\$62,395
12	\$52,183	\$55,186	\$58,191	\$62,997
13	\$52,782	\$55,788	\$58,791	\$63,597
14	\$53,384	\$56,387	\$58,791	\$64,199
15	\$53,983	\$57,589	\$59,393	\$64,798
16	\$53,983	\$57,589	\$59,993	\$64,798
17	\$54,586	\$58,191	\$60,595	\$65,401
18	\$55,186	\$58,791	\$61,194	\$65,401
19	\$55,788	\$59,393	\$61,795	\$66,001
20	\$56,387	\$59,993	\$62,997	\$66,001
25	\$58,791	\$62,395	\$64,798	\$67,202

Supplemental Positions

Additional roles and responsibilities of specific educators are compensated based on a supplemental salary schedule. The compensation of these supplemental positions is determined by an index multiplied to the starting salary amount of a Chester County Schools Educator with bachelor's degree and zero experience. The 2021-22 starting salary amount is \$38,400. Each supplemental position has a specific index upon which the supplemental salary is based.

	Position	2021-22
Jacks Creek		
	Principal	\$7,304
	Tech Team	\$1,094
	Yearbook	\$726
	Webpage	\$726
West Chester		
	Principal	\$8,206
	Tech Team	\$1,094
	Tech Team	\$1,094
	Yearbook	\$726
	Webpage	\$726
East Chester		
	Principal	\$9,147
	Assistant Principal	\$3,660
	Tech Team	\$1,094
	Tech Team	\$1,094
	Tech Team	\$1,094
	Yearbook	\$726
	Webpage	\$726
CCMS		
	Principal	\$9,938
	Assistant Principal	\$5,084
	Tech Team	\$1,094
	Tech Team	\$1,094
	Yearbook	\$376
	Yearbook	\$376
	Webpage	\$726

County-Wide		
	Supervisor 6-12, Materials	\$6,540
	Supervisor Special Education	\$6,540
	Supervisor Maintenance	\$6,540
	Supervisor & Title I	\$6,540
	Portfolio Coach	\$1,636
	System Webpage	\$2,892
	Supervisor for Transportation	\$9,166
	CTE Supervisor	\$5,457
	School Safety Supervisor	\$3,199
CCJHS		
	Principal	\$14,719
	Assistant Principal	\$7,377
	Assistant Principal	\$7,377
	Tech Team	\$1,094
	Tech Team	\$1,094
	Tech Team	\$1,094
	Yearbook	\$545
	Yearbook	\$545
	Cheerleader Basketball	\$2,446
	Cheerleader Football	\$2,450
	Head Football	\$3,763
	Assistant Football	\$2,561
	Assistant Football	\$2,561
	Assistant Football	\$2,561
	Baseball	\$1,882
	Assistant Baseball	\$1,475
	Softball	\$1,882
	Assistant Softball	\$1,475
	Volleyball	\$1,882
	Girls Basketball	\$3,763
	Assistant Girls Basketball	\$1,882
	Boys Basketball	\$3,763
	Assistant Boys Basketball	\$1,882

	Girls Soccer	\$1,882
	Assistant Girls Soccer	\$1,475
	Boys Soccer	\$1,882
	Assistant Boys Soccer	\$1,475
	Girls Cross Country	\$576
	Boys Cross Country	\$576
	Golf	\$1,152
CCHS		
	Principal	\$20,041
	Assistant Principal	\$13,098
	Assistant Principal	\$13,098
	Tech Team	\$1,094
	Tech Team	\$1,094
	Tech Team	\$1,094
	Tech Team	\$1,094
	Yearbook	\$2,561
	Drama	\$5,649
	Assistant Drama	\$1,640
	Band	\$8,771
	Assistant Band	\$2,561
	Asst. Band & Theatre/Color Guard	\$4,001
	Band Camps	\$2,001
	Athletic Director	\$5,503
	Cheerleader Sponsor	\$3,652
	Assistant Cheerleader Sponsor	\$2,561
	Head Football	\$8,771
	Assistant Football - DC	\$4,781
	Principal Assistant Football	\$4,366
	Assistant Football	\$3,932
	Assistant Football	\$3,932
	Freshman Football	\$3,932
	Weight Room/Field house	\$3,932
	Volleyball	\$4,001
	Assistant Volleyball	\$2,446

	Golf	\$1,475
	Golf	\$1,475
	Girls Cross Country	\$1,094
	Boys Cross Country	\$1,094
	Girls Soccer	\$4,001
	Assistant Girls Soccer	\$2,561
	Boys Soccer	\$4,001
	Assistant Boys Soccer	\$2,561
	Girls Basketball	\$8,771
	Asst Girls Basketball	\$4,001
	Asst Girls Basketball	\$4,001
	Boys Basketball	\$8,771
	Asst Boys Basketball	\$4,001
	Asst Boys Basketball	\$4,001
	Freshman Girls Basketball	\$1,382
	Freshman Girls Basketball	\$1,382
	Freshman Boys Basketball	\$1,382
	Freshman Boys Basketball	\$1,382
	Tennis	\$2,938
	Assistant Tennis	\$1,882
	Baseball	\$4,001
	Assistant Baseball	\$2,561
	Freshman Baseball	\$1,281
	Softball	\$4,001
	Freshman Softball	\$1,281
	Assistant Softball	\$2,561
	Track (girls & boys)	\$2,189
	Webpage	\$726

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 educator recruitment
3. Retention stipend

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. For educators to be in consideration for these bonuses, they must be fully endorsed in the hard-to-staff/high need position and be hired by September 1st of the current 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 bonus is available to educators who participate in either of the SOAR *Classic* or SOAR **2.0** Salary schedules.

- 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. An educator not teaching 100% of the time in this area would not get 100% of the bonus amount.

2. New educator recruitment incentives

This bonus is available to educators who participate in the SOAR **2.0** Salary schedule only. Educators new to the District who move into a designated hard-to-staff, high need or accountability area will receive a \$1,500 signing bonus. Educators 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. An educator not teaching 100% of the time in this area would not get 100% of the bonus amount.

3. Retention Stipend

Existing educators 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 educator moves into the same position in which they currently serve. This bonus is available to educators who participate in either of the SOAR *Classic* or SOAR **2.0** Salary schedules.

- 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. An educator not teaching 100% of the time in this area would not get 100% of the bonus amount.

Issue Resolution

Educator Empowerment, Open Communication, and Transparency

The District recognizes that SOAR Salary Schedules will only be successful if educators are informed and engaged. The District 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. The District strives to be transparent and fair. Also, the District encourages dialogue—providing multiple opportunities to submit questions and address concerns.

Educators 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. The 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 to the educator
5. The educator may appeal decision
6. Committee reviews appeal
7. Response provided to the educator
8. The educator may appeal decision

9. Director of Schools reviews appeal

10. Director of Schools provides final decision to the educator

**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.*