



Chester County School System

SOAR Compensation Plan

Bonus Model Eligibility—Teachers and Administrators

1. Current employees, or those working during the 2013–2014 school year, must opt-in to the program to receive bonus pay.
2. Bonuses are not guaranteed to occur every year and are contingent upon program funding.
3. New employees for the 2014–2015 school year and subsequent years must be employed in a position by September 1 to be considered a teacher of record to be eligible for a bonus for that school year.
4. New employees hired for the 2014–2015 school year and subsequent years are automatically opted-in.
5. Employees who receive an individual TEAM Overall Level of Effectiveness score of 3 or higher are eligible for bonuses.
6. Central office staff, substitutes, and non-certified positions are not eligible for bonuses due to grant funding requirements.
7. Employees cannot be absent for more than 12 days to be eligible for a bonus. The following types of leave will be held harmless: *assault leave, jury duty, and off-campus duty (such as professional development opportunities or activities approved by the District)* and those covered in the **CCSS Held Harmless Policy adopted 1-6-16*. The two bereavement days for immediate family for which employees are eligible do not count toward the 12 days. Attendance eligibility requirement will begin in the 2014–2015 school year. Teachers are expected to maintain their own record of absences so that it can be verified with absence information provided by District personnel.
**FMLA has been removed from this and replaced with CCSS Held Harmless Policy adopted 1-6-16. FMLA only applies to salary wages NOT the BONUS component.*
8. Employees who retire at the completion of a school year or who are on approved leave are eligible to receive their bonus.
For example: During the 2015–2016 school year, an employee teaches from the beginning of the school year through the end of April. Then, he is on approved leave from May 2016 through the 2016–2017 school year. This teacher returns to work for the 2017–2018 school year. This teacher would receive the bonus payout for data obtained during the 2015–2016 school year since he taught during the data year and is still an employee with the District. The teacher would not, however, receive any bonuses for data obtained during the 2016–2017 school year since he was not teaching.
9. Employees not employed in the District at the time of payout are not eligible to receive their bonus.
10. Employees who transfer from one bonus-eligible position to another bonus-eligible position will receive a bonus based on the position the employee held the greatest percentage of the school year.
For example: An employee teaches 6th grade math from the first day of school. On February 5, the employee transfers to a non-tested position on the same campus. Both assignments are bonus eligible; however, the bonus model for the new position is different. In this case, the greater percentage of the “school year” was spent as a 6th grade math teacher. Therefore, the bonus amount would be determined on the basis of a 6th grade math teacher.
11. The bonus for employees who work on multiple campuses in the same participation category will be determined on the basis of the percentage of time in which they function at each campus.

For example: If an ELL teacher is based at Campus A $\frac{3}{4}$ of the day and Campus B for $\frac{1}{4}$ of the day, his/her school-level bonus will be based on $\frac{3}{4}$'s of Campus A's results and $\frac{1}{4}$ of Campus B's results.

- 12.** There will be no bonus for employees who transfer from a bonus-eligible position to a non-eligible position.
For example: A principal transfers to Central Office. Central Office staff is not eligible due to grant funding requirements, so the principal will not be able to earn a bonus.
- 13.** Teachers or administrators who leave the District on their own will or who are non-renewed will not be eligible for their bonus.
- 14.** Interim employees are not eligible for the bonus model.