



# salary & incentive program

2006—2007

## critical need subjects \$1500 for certified teachers<sup>1,2</sup>

- Bilingual Education (Asian & Spanish Language)<sup>3</sup>
- Chemistry
- Special Education
- Spanish
- Physics
- Mathematics

<sup>1</sup> Bonuses will be awarded annually with periodic review to determine if the subject area will continue to qualify.

<sup>2</sup> Payment will be made at the end of the school year to those who complete the year and receive a satisfactory rating.

<sup>3</sup> Bilingual teachers must have a teaching certificate and be assigned to a position designated as bilingual.

## incentive schools

Ada Lewis	Gillespie*	Potter-Thomas
Alcorn	Girard	Roosevelt
Barratt*	Harrison	Sheridan (K-4)
Barry	Hill LP	Sheridan (5-6)
Clemente	Huey	Shoemaker*
Comegys	Marin	Smith
DeBurgos	McDaniel	Stanton MH
Ferguson	Penn Treaty*	Stetson*
		Wister

\*Full Site Selection

Tuition reimbursement for up to six (6) credits per year with a maximum of \$400 per credit

Increased professional development

Schools identified as Incentive Schools will remain as Incentive Schools for a minimum of three (3) years

If Master's + 30 or above in education level, teachers may select three (3) frozen personal days in lieu of tuition reimbursement

## newly hired teachers may be eligible for the following:

- New teacher coaches
- Unmatched professional development opportunities:
  - Paid Pre-Service Summer Orientation for all new Certified and Non-Certified Teachers
  - Two days of school-based paid professional development
- 10% rent reduction for one (1) year at participating properties
- Forgiveness for Stafford or Perkins loans
- National Board-Certified Teachers receive \$3500 bonus annually for length of their certification
- Excellent employee health benefits package
- Mandatory retirement program
- Wage continuation available
- Legal services, dental, vision and prescription coverage included under the PFT Health and Welfare Benefits

## teacher induction program

- Must be completed within two (2) years
- State-mandated for all new teachers who have not acquired Instructional II Certificate
- Completion of Induction Program equals one (1) credit toward permanent certification

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