

## **Chester County School System SOAR Compensation Plan Enrollment STATUS CHANGE Agreement for the 2014-15 School Year**

Current employees hired before or on January 31, 2014 have the opportunity to opt-in to SOAR or remain on the 2013–2014 step and level salary schedule. **The enrollment status change selection period will open on Monday, August 18, 2014 and close on Friday, August 29, 2014.**

By **opting-in** to the SOAR Compensation Plan, I understand that I will:

- Review eligibility guidelines and program requirements.
- Be considered for base pay increases and/or bonuses after meeting eligibility requirements.
- Earn base pay increases and/or bonuses for meeting performance targets.
- Earn base pay increases based on my TEAM composite score as calculated by the Tennessee Department of Education using observation, TVAAS, TCAP/EOC, and other applicable data.
- Retain base pay increases earned through SOAR program participation.

By **opting-out** of the SOAR Compensation Plan, I understand that I will:

- Not be considered for base pay increases and/or bonuses for meeting performance targets as part of SOAR.
- Not be able to take on a teacher-leadership role and earn an annual stipend.
- Not be considered for hard-to-staff and high need bonuses, even if my position is considered hard-to-staff or high need.
- Not receive a bonus for an advanced degree, unless I was enrolled in the degree program prior to March 15, 2014, stay continuously enrolled, and finish the program within three years of enrollment or re-enrollment.
- Remain on the 2013–2014 step and level salary schedule until I opt in to SOAR. The 2013–2014 salary schedule will not be adjusted in the following school years.

**Please select one of the following options by initialing your enrollment status change selection.**

\_\_\_\_\_ **Opt-In Election:** I am an employee hired before or on January 31, 2014, and I elect to opt-in to the new SOAR Compensation Plan.

\_\_\_\_\_ **Opt-Out Election:** I elect to opt-out of the new SOAR Compensation Plan and remain on the 2013–2014 step and level salary schedule.

*Educators may access SOAR materials—including the SOAR Compensation Plan Handbook, frequently asked questions, bonus model visual, and bonus model eligibility guidelines—in each school office, in the central office, and on the SOAR website at [www.BattelleforKids.org/Tennessee/Chester](http://www.BattelleforKids.org/Tennessee/Chester).*

**Your signature denotes that you have read and accepted all guidelines and requirements set forth and approved by Chester County School System and the Tennessee Department of Education.**

**Printed Name:** \_\_\_\_\_

**Signature:** \_\_\_\_\_

**School(s) Assignment:** \_\_\_\_\_

**Date:** \_\_\_\_\_

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**FOR OFFICE USE ONLY**

**Director Authorization:** \_\_\_\_\_  
*Troy Kilzer, II*

**Date/Time Received:** \_\_\_\_\_