salary & incentive program
2006—2007

critical need subjects
$1500 for certified teachers

- Bilingual Education (Asian & Spanish Language)
- Chemistry
- Special Education
- Spanish

1 Bonuses will be awarded annually with periodic review to determine if the subject area will continue to qualify.
2 Payment will be made at the end of the school year to those who complete the year and receive a satisfactory rating.
3 Bilingual teachers must have a teaching certificate and be assigned to a position designated as bilingual.

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 $5500 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

incentive schools

Ada Lewis  Gillespie*
Alcorn    Girard
Barratt*  Harrison
Barry     Hill LP
Clemente  Huey
Comegys  Marlin
DeBurgos  McDaniel
Ferguson  Penn Treaty*

Potter-Thomas
Roosevelt
Sheridan (K-4)
Sheridan (5-6)
Shoemaker*
Smith
Stanton MH
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 Masters’ +30 or above in education level, teachers may select three (3) frozen personal days in lieu of tuition reimbursement

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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