



2018-19 Bonus Structure

| Performance Measure | Instructional (class-wide) | Instructional Leadership (program-wide) | Non-Instructional (school-wide) |
|---|-------------------------------|--|---------------------------------|
| TIER 1 <ul style="list-style-type: none"> • At least 90% of scholars meet or exceed academic goals • At least 97% ADA of scholars • At least 90% of scholars retained • Scholar enrollment exceeds 1,200 | 5% of annual salary | 5% of annual salary | 5% of annual salary |
| TIER 2 <ul style="list-style-type: none"> • All measures in Tie 1 met, plus • Scholar enrollment exceeds 1,400 | 7.5% of annual salary | 7.5% of annual salary | 7.5% of annual salary |
| TIER 3 <ul style="list-style-type: none"> • All measures in Tie 1 met, plus • Scholar enrollment exceeds 1,600 | 10% of annual salary | 10% of annual salary | 10% of annual salary |