## **Market Demand Factors**

Teachers in each subject area may receive increased compensation based on their teaching assignment. The increase will be based on the following percentages and assignments. A teacher with multiple assignments will receive the percentage increase associated with the assignment in highest demand.

Market Demand Factor Premium 0%	Market Demand Factor Premium 9%
Elementary	AP English
Elementary Keyboard/Math Enrichment	English Foundations (CP)
English 7 <sup>th</sup> -9 <sup>th</sup>	AP Social Sciences
JH Social Sciences	AP Biology/Envir. Sci.
PE K-12	Secondary Reading
Personal Finance	Specialist/Elem. Literacy
Health and Wellness	Engineering
	HS Chemistry
Market Demand Factor Premium 2%	HS French
Earth Science/Astronomy	HS Math Algebra II, Advanced Math, Pre-Calculus
Elem. Music/Art	HS Performing Arts
HS Social Sciences	HS Physics
English 10 <sup>th</sup> -12 <sup>th</sup>	HS Publications/Yearbook
JH Science	HS Speech and Debate
Latin Elementary (novice)	Secondary Spanish
Reading at College Level	
Secondary Computer/Business	Market Demand Factor Premium 14 %
	AP Calculus/Statistics
Market Demand Factor Premium 5%	AP French/Spanish
Biology/Anatomy/Physiology/Sports Medicine	Latin Elem. /Classical Foundations/Latin I (veteran)
CP On Course	AP Physics/Chemistry
Elem. Spanish	
HS Visual Art	Market Demand Factor Premium 18 %
JH Art/Music/Theater	Special Education Resource Teacher
Rhetoric	
Secondary Latin (novice)	Market Demand Factor Premium 20 %
JH Math thru Pre-Algebra	Latin II and higher
Secondary Math Alg. 1/Geometry	
Critical Thinking	

5/19/17

Attachment 1