The Bronx Collaborative Schools Model (Bronx Plan) creates a collaborative environment where all members of the school community work together to tackle the specific issues and challenges facing their school. It’s an opportunity for schools to reduce teacher turnover and vacancies and increase student achievement.

**Hard to Staff Salary Differential: School Year 2019-20**

All employees who are in a designated teaching licenses and/or other UFT-represented titles within the designated school and/or teaching a majority of the program in that license area will receive the Hard to Staff salary differential of $7,200 during the 2019-20 SY.

For the 50 Bronx Collaborative Schools Plan Schools, the following designated teaching licenses and/or other UFT-represented titles are eligible for the HTS salary differential:

- Teachers in all bilingual licenses, including bilingual special education and bilingual speech
- English as a Second Language (ESL) Teachers
- General Science Teachers (Middle School)
- Earth Science, Physics and Chemistry Teachers (High School licenses)
- Mathematics Teachers (Secondary)
- Bilingual Guidance Counselor, Bilingual School Psychologist, Bilingual School Social Worker

In 10 District 75 schools in the Bronx, the designated Hard to Staff differential will be for:

- Bilingual Special Education Teacher

Itinerant staff in the below titles within Bronx districts will also be eligible for the Hard to Staff salary differential:

- Bilingual Guidance Counselor
- Bilingual School Psychologist
- Bilingual Speech Teacher

**Designated Schools:**

Participating schools are located in historically underinvested communities throughout the City. See reverse for list of schools in: The Bronx, East New York, Brooklyn, Far Rockaway, Queens, Brownsville, Brooklyn
### Hard to Staff Salary Differential: School Year 2019-20

#### BRONX

- **07X277**: P.S. 277<br>  - Mott Haven Village Preparatory High School Bronx<br>  - Bronx Leadership Academy II High School<br>  - The Urban Assembly Bronx Academy of Letters<br>  - Renaissance High School for Musical Theater & Technology<br>  - M.S. 301 Paul L. Dunbar<br>  - Bronx River High School<br>  - The Hunts Point School<br>  - Soundview Academy for Culture and Scholarship<br>  - Gotham Collaborative High School<br>  - Bronx Arena High School<br>  - School for Tourism and Hospitality<br>  - J.H.S. 022 Jordan L. Mott<br>  - P.S. 063 Author’s Academy<br>  - New Millennium Business Academy Middle School<br>  - The Highbridge Green School<br>  - MS 593 South Bronx International Middle School<br>  - MS 594<br>  - Kingsbridge International High School<br>  - High School for Teaching and the Professions<br>  - Fordham Leadership Academy<br>  - Academy for Scholarship and Entrepreneurship: A College Board School<br>  - North Bronx School of Empowerment<br>  - Leaders of Tomorrow<br>  - Bronxdale High School<br>  - Pelham Gardens Middle School<br>  - P.S. 214<br>  - Fannie Lou Hamer Middle School<br>  - I.S. 318 Math, Science & Technology Through Arts<br>  - Bronx Envision Academy<br>  - P.S. 536

#### BROOKLYN

- **19K504**: High School for Civil Rights<br>  - World Academy for Total Community Health High School<br>  - The School for Classics: An Academy of Thinkers<br>  - P.S. 150 Christopher<br>  - P.S. 165 Ida Posner<br>  - The Gregory Jocko Jackson School of Sports, Art, and Technology<br>  - P.S. 327 Dr. Rose B. English<br>  - Brownsville Collaborative Middle School<br>  - Frederick Douglass Academy VII High School<br>  - Mott Hall Bridges Academy<br>  - Teachers Preparatory High School

#### QUEENS

- **27Q042**: P.S./M.S 042 R. Vernam<br>  - P.S. 043<br>  - M.S. 053 Brian Piccolo<br>  - P.S.197 The Ocean School<br>  - Village Academy<br>  - Rockaway Park High School for Environmental Sustainability<br>  - Rockaway Collegiate High School

#### DISTRICT 75 - BRONX

- **75X754**: J. M. Rapport School Career Development<br>  - P.S. 86X Walter J. Damrosch School<br>  - P.S. X811<br>  - P.S. X188<br>  - P.S. X010<br>  - The Vida Bogart School for All Children<br>  - P.S. X017<br>  - P469X The Bronx School for Continuous Learners<br>  - P.S. 168<br>  - P.S. X721 Stephen McSweeney School