

**Henderson County Differentiated Pay Plan Table**

Differentiated Element	Description	Compensation Type and Size	Reach	Estimated Cost	Estimated Salary Expenditures
<b>Performance</b>	The district will continue to use the newly incorporated salary schedule that uses evaluation criteria to determine an individual performance bonus.	Teachers who receive a 4 will be awarded a bonus of \$300; Teachers who receive a 5 will be awarded a bonus of \$500.  Those teachers receiving a 1 - 3, will not be awarded a bonus.	All teachers are eligible to receive the award.  A copy of the complete eligibility rules is attached.  Based on the 2013-2014 evaluation data, the district anticipates between 70% - 75% of certified staff will receive a bonus award.	The district anticipates the total cost to be \$85,000 based on the 2013-2014 evaluation data.	This award will make up less than 1.5% of the district's annual salary costs.
<b>Additional Instructional Roles or Responsibilities</b>	The district will further develop Teacher Leaders with the creation of Teacher Leadership roles.	The compensation for these positions will be determined based on each specific role and will not exceed \$1500.	The district goal will be a minimum of five to seven per building depending on available funding with no more than 70 system-wide.	The district will have no more than 70 positions available with a compensation of \$1500 each.	

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	Highly effective teachers (scores of 4 or 5) will have opportunities to participate in Teacher Leadership roles to provide additional instructional support at the school level.		The number of positions at each school building will vary depending on priority of support needed.	Total estimated cost will be \$105,000.	
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