

UNION COUNTY--870					
2017-18 Differentiated Pay Plan					
Differentiated Element	Description	Eligibility Criteria	Compensation Type and Size	Reach	Estimated Cost
	Describe how the district will differentiate for this element.	What is the eligibility criteria for receiving the award (such as minimum attendance or evaluation score)?	Will the compensation be given as a bonus or a base pay increase? How much will qualifying teachers receive?	Eligibility: How many teachers are eligible for this type of compensation?	How much does the district estimate it will pay out for this differentiated pay element?
<b>Hard-to-Staff (School, Subject, or Placement)</b>	Paid 3 math teachers additional \$10,000 each to absorb a math position not field	Level of Overall Effectiveness (LOE)  Individual TVAAS  Certified in content/grade area	Bonus   \$10,000	3	\$30,000
<b>Performance</b>					
<b>Additional Instructional Roles or Responsibilities</b>	1. Grade level curriculum coaches- Responsible for alignment of curriculum, district assessments, pacing guides to state standards.  2. Tech leaders- Responsible for integrating personalized learning in instruction.	Level of Overall Effectiveness (LOE)  Individual TVAAS  Certified in content/grade area  Must be recommended by building level administrator	\$20.00 per hour Verified by timesheets	92	\$120,000

	<p>3. PLC leaders- Plan, organize and facilitate PLC building level meetings.</p> <p>4. Data leaders- Evaluate data from district and state assessments</p> <p>5. Tutors- Responsible for identifying students in need and facilitating tutoring at building level</p> <p>6. Performance administrators- District-level coordinators responsible for managing, directing, and meeting with each group to insure compliance with program.</p>				
<b>Education*</b>	Advanced degrees must be earned in the area teachers are teaching to be eligible for compensation.				
<b>Other</b>					

*\*Education is not a differentiated pay element and does not count toward the mandated criteria.*