

MARION COUNTY--580					
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?
Hard-to-Staff (School, Subject, or Placement)					
Performance					
Additional Instructional Roles or Responsibilities	Marion County Schools will implement 22 Learning Leaders across the district. All 9 schools will participate in the Learning Leaders Initiative. Learning Leaders will provide job embedded professional development to all educators and facilitate Professional Learning Communities across the district. Learning Leaders will either focus in Reading Language Arts or Mathematics. The position	Level of Overall Effectiveness (LOE) Individual TVAAS Certified in content/grade area Attendance minimum (i.e. miss no more than 12 days) Years of experience Full Time Teacher 3 or more years experience	\$3,000 upon completion of the school year and required duties.	22	\$66,000

	<p>of Learning Leaders will required 75 documented hours of duties and responsibilities. These duties include but are not limited to the following: Summer Coaching Institute, District Coaching Meetings, Delivery of District/School Level Professional Development, Facilitate District/School Level Professional Learning Communities, Peer Observations, Digital Captures, Teacher Improvement Plants, Mentoring, and New Teacher Professional Learning Communities. The goals of the Learning Leader Initiative is to implement effective Professional Learning Communities in all Marion County Schools and provide differentiated job-embedded professional learning for all educators.</p>	<p>Level of Effectiveness 4/5</p> <p>Strong Relationship and Leadership Skills</p> <p>Documented 75 hours</p>			
Education*	<p>Additional degrees are a component of the Marion County Schools Teacher/Principal Salary Schedule for the 2017-2018 School Year. MS</p>				

	receives \$3,230 additional salary. MS+ receives \$5,945 additional salary. EDS receives \$7,460 additional salary, EDD receives \$11,205 additional salary.				
Other					

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