

JACKSON COUNTY--440					
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)	We will pay \$1000 per year for up to three (3) years for teachers of hard to staff areas, i.e. secondary math, secondary science, foreign language, etc.	Certified in content/grade area	Bonus \$1,000	0	\$0
Performance	If a school is a 4 or 5 OR if the school increases its score 2 points all teachers at that school are eligible for the Performance Bonus.	Tested teachers Non-tested teachers Portfolio teachers School level TVAAS	Depends on the number of teachers and the funds in the pool.	27	\$5,000
Additional Instructional Roles or Responsibilities	TAP Master Teacher TAP Mentor Teachers School Leadership Team members Peer Evaluators	Level of Overall Effectiveness (LOE) Certified in content/grade area Years of experience TAP Master teacher and Mentor teachers are selected using TAP criteria.	Varies. TAP Master Teacher - \$9000 above base is the highest Peer Evaluators - \$1000 per year School Leadership Team Members - \$200 per year	17	\$27,900

		Other roles are chosen by a variety of methods by each building principal.	TAP Mentor Teachers - \$4,500 above base		
Education*	Per the salary schedule.				
Other					

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