

GREENE COUNTY--300					
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)	Greene County Schools will reimburse tuition costs up to \$6,000 for teachers who gain certification to fill hard to staff positions. Applicants will be pre-approved for this benefit and must agree to remain in the position according to terms defined by the district. Positions shall be determined annually and approved by the Director of Schools. The Greene County Schools may provide a one-time signing bonus of up to \$3000 to fill hard to staff positions to be determined on an annual basis.	Level of Overall Effectiveness (LOE) Individual TVAAS Certified in content/grade area Reimbursement will occur in annual payments of no more than \$2000 per year provided the teacher maintains TEAM composite score of 3, 4, or 5 and remains in the hard to staff position. Bonus shall be paid in two lump sum payments with half at the beginning of the designated term and the remaining half upon	Bonus One-time signing bonus of up to \$3,000	4	\$12,000

		successful completion of the term an shall be outlined in a separate contract.			
Performance	The district will compensate teachers who receive a 4 or 5 on individual teacher-effect (TVAAS) scores for the previous year.	Tested teachers Individual TVAAS	One- time bonus Level 4 - \$750.00 Level 5 - \$1,000.00	65	\$65,000
Additional Instructional Roles or Responsibilities	Greene County Schools will develop additional instructional roles based on system needs. Examples include learning leaders, mentor teachers, PLC Team leaders, etc. Teachers performing at level 3, 4 or 5 on individual growth scores (as applicable) and TEAM observation scores will be eligible for additional roles within the district.	Level of Overall Effectiveness (LOE) Individual TVAAS Teachers performing at level 3, 4 or 5 on individual growth scores (as applicable) and TEAM observation scores will be eligible for additional roles within the district.	The compensation for these roles will be outlined in job descriptions or separate contracts and will range from \$500 to \$5,000 annually as a stipend or as additional pay each pay period.	65	\$154,000
Education*	Greene County will continue to recognize				

	masters degrees as defined by the current salary schedule. Enrollment in programs above masters degree require prior approval in order to receive the increase under the existing salary schedule.				
Other					

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