

**BELLS--172**

**2017-18 Differentiated Pay Plan**

<b>Differentiated Element</b>	<b>Description</b>	<b>Eligibility Criteria</b>	<b>Compensation Type and Size</b>	<b>Reach</b>	<b>Estimated Cost</b>
	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>	The District will offer a salary supplement in the hard-to-staff area of speech/language pathologist.	<p>Certified in content/grade area</p> <p>Advanced degrees</p> <p>This award will be available to teachers with the required certification on a "need" basis.</p> <p>At this time one position is needed.</p>	<p>Base Pay Increase</p> <p>The award will be given as a salary supplement. The qualifying teacher will receive \$3203.00 based upon 4 days per week.</p>	1	\$3,203
<b>Performance</b>	Using school-wide TVAAS composite data, all teachers in PreK - 5 will be eligible to receive a bonus, based on the applicable school's	<p>Tested teachers</p> <p>Non-tested teachers</p> <p>Portfolio teachers</p>	A bonus will be given to qualifying teachers in PreK -5 based on the applicable school-wide TVAAS	31	\$10,500

	TVAAS score (4 or 5) for the Literacy and Numeracy.	School level TVAAS	composite data for the Literacy and Numeracy.  Score of 5 = \$300  Score of 4 = \$200		
<b>Additional Instructional Roles or Responsibilities</b>					
<b>Education*</b>	Salary Schedule				
<b>Other</b>					

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