

UNION CITY--661					
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	The bonus will be given to qualifying teachers. Requirements for qualifying include: a)be a fulltime certified employee; b)must receive a minimum of 3 on the overall observation score for the TEAM evaluation' c)may not miss more than 10 days for the applicable school year, with the only exception being FMLA, military, or absences from system-approved professional activities. The	Tested teachers Non-tested teachers Portfolio teachers Level of Overall Effectiveness (LOE) Individual TVAAS or Portfolio Growth Score School level TVAAS	Bonus	128	\$60,000

	.bonus is as follows: Teachers whose school's TVAAS score for Literacy and Numeracy if a 4 or 5 (Score of 5=\$400; Score of 4=\$350) A bonus in the amount of \$250 will be given to qualifying teachers in grades PreK-12 based on the graduating class' average ACT Composite of 21 or above.				
Additional Instructional Roles or Responsibilities	The district will further its implementation of PLCs and the role given to teachers in K-5 as Teacher Leaders. The teacher leaders will take a leadership role in their grade/subject area and serve on the School Leadership Team and Curriculum teams. They will share instructional resources, assist in helping teachers implement effective teaching strategies, demonstrate an effective lesson, observe other teachers and provide feedback to teachers, and facilitate professional	Level of Overall Effectiveness (LOE) Individual TVAAS Certified in content/grade area Years of experience Teacher leaders should have effective communication and interpersonal skills Teachers should have teacher effect data of 4 or 5 and be effective teachers in the classroom. They should possess leadership and facilitator skills.	\$1,000	9	\$9,000

	learning activities throughout the year.				
Education*	All teachers are eligible for base pay increases for experience as they increase each year up to 20 years. An estimated 2% increase, with Board approval, is planned for 2017-18.				
Other					

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