

Jefferson County Schools

2019-20 Differentiated Pay Plan

Hard-to-Staff	<input type="checkbox"/>
Instructional Roles	<input checked="" type="checkbox"/>
Performance	<input checked="" type="checkbox"/>
Alternative Salary Schedule	<input type="checkbox"/>

Hard to Staff (School, Subject, or Placement)

N/A

Instructional Roles or Responsibilities

Description

- Instructional Coaches: These coaches will support teachers and plan PD opportunities and intervention strategies to support classroom teachers in direct instruction and improvement strategies aligned to teacher evaluation.
- Content Specialists: These specialist supervise instructional coaches and provide PD for teachers and help to procure instructional resources to implement State content standards.
- TLN: These 16 teacher leaders participate in monthly planning sessions related to data review, its use in formative instruction, supporting teachers and principals, working in PLCS to improve the overall educational practices of teachers.
- Teacher Mentor/Evaluators: These 3 employees support the evaluation process and support teachers in the implementation of best practices related to areas of refinement to improve instruction.
- Teacher Mentors: These roles are annually assigned to support new employees for 1-2 years to assist in acclimation to our district and the teaching profession. A minimum of 30 hours must be logged annually
- Psychologists: These employees have much paperwork to do in order to support the RTI process and to ensure compliance and total fidelity of interventions.

Number of Unique Roles: 5 or more

Eligibility Criteria

Level of overall effectiveness (LOE); Individual TVAAS; Certified in content/grade area; Years of experience
Typically these roles are for employees that stand out among the profession and have demonstrated that with excellent instruction.

Compensation Type and Size

Instructional Coaches: \$2,448 annually
Content Specialists: \$5,100 annually
TLN: \$2,000 annually
Teacher Mentor/Eval: \$2,448 annually
Teacher Mentors: \$500 (\$300 for year one, \$200 for year two)
Psychologists: \$3,060

Reach

84

Estimated Cost

\$163,692.42

Performance

Description

Updated May 2020: Due to COVID-19 school closures and no evaluation or testing data for 2019-20, the district will pay performance bonuses based

on 2018-19 data.

Teachers are eligible for a one-time bonus based on overall level of effectiveness (LOE) score. Educators receive shares as outlined below:

- LOE of 3 = 1 share
- LOE of 4 = 2 shares
- LOE of 5 = 3 shares

Eligibility Criteria

Eligible Teachers: Tested teachers; Non-tested teachers; Portfolio teachers; School administrators; Other instructional staff

Eligibility Criteria: Level of overall effectiveness (LOE)

They must receive a LOE of 3. To be eligible to participate in the DPP program, employees must meet all of the following general eligibility requirements. Requirements may change from year to year. All educator inquiries in regard to requirements will be reviewed by the Jefferson County School System (JCSS) Design Team Committee which is made up of teachers, principals, board members, and central office staff. Once the DPP program has been approved by the State Board and Commissioner of Education, JCSS's Annual Certified Salary Schedule will serve as the district's base salary schedule. In years, when the state awards an increase to teacher salaries, all funds WILL NOT be applied to the Annual JCSS Certified Salary Schedule, but will be applied using the approved funding formula for teacher pay. For example, if the state salary funds is increased, the JCSS Annual Certified Salary Schedule will be changed based on the funding formula. To be eligible to participate in DPP SUPPLEMENT employees must meet all of the following general eligibility requirements:

1. Due to the funding source, central office staff, substitute, and noncertified positions are not eligible for the DPP SUPPLEMENT. All certified teachers have the ability to participate in the DPP Supplement program. Hourly employees are not eligible to participate in the award program. Hereafter, the term "employee" references eligible certified staff who qualify to participate in the DPP for strategic compensation.
 2. Employees must be employed in a position within 20 calendar days of the 1st day of school to be eligible for a DPP SUPPLEMENT award for that school year. Employees must be continuously employed in an eligible position through the last day of school.
 3. Employees must be in attendance 95% or 171 days or of the 180 instructional days (including staff development days) identified as the "instructional school year." This means that employees cannot be absent for more than 9 days. The following types of leave will be held harmless (not count as days absent) and match the Board's current policies and term definitions:
 - a. military leave, FMLA - family medical leave (must be authorized through Human Resources), allowed bereavement leave, assault leave, jury duty, and off-campus duty (such as professional development opportunities or activities approved by the District).
 4. Employees must have credentials for the position in which they
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- function to be eligible under that category. For example: A teacher teaching ninth-grade math must be certified or on wavier to teach ninth-grade math to be eligible as a core foundation 9-12 teacher.
5. Employees must be in "good standing". "Good standing" means that all paperwork/certifications are up-to-date.
 6. Employees must be supervised and evaluated by the principal or supervisor of the campus where they are serving students.
 7. Employees must complete the instructional-linkage and assignment-verification process through TVAAS®. It is recommended that employees review instructional-linkage and assignment-verification information for accuracy.
 8. The DPP SUPPLEMENT for an employee who transfers from one DPP SUPPLEMENT-eligible position to another DPP SUPPLEMENT-eligible position during the eligibility period, the award will be determined on the basis of the DPP SUPPLEMENT-eligible position the employee held the greatest percentage of the school year (based on 180 instructional days).
 - a. For example: From the first day of school an employee teaches fourth-grade math (Category 1). On February 5, the employee transfers to a Principal position on the same campus (Category 3). Both assignments are DPP SUPPLEMENT Award eligible, however, the award model and eligibility requirements differ. In this case, the greater percentage of the "school year" was spent as a fourth-grade, TCAP tested teacher. Therefore, the award amount would be determined on the basis of the job of a fourth grade, TCAP Tested Teacher with value-added.
 9. The DPP SUPPLEMENT for employees who transfers from a DPP SUPPLEMENT-eligible position to a non-eligible position during the eligibility period, he or she will not be eligible for an award (see Rule 1).
 10. The DPP SUPPLEMENT for employees who work on multiple campuses in the same participation category will be determined on the basis of the percentage of time in which they function at each campus. For example: If an ELL teacher is at Campus A $\frac{3}{4}$'s of the day and Campus B for $\frac{1}{4}$ of the day, their school level award will be based $\frac{3}{4}$'s on Campus A's results and $\frac{1}{4}$ of Campus B's results.
 11. Employees must be continuously employed in an eligible position through the last day of school and at the time of payout unless the individual retires. Retiree's will receive full payment.
 12. There will be no bonuses for employees who transfer from a bonus eligible position to a non-eligible position. a. For example: A Principal transfers to Central Office. Central Office staff is not eligible due to grant funding requirements and not able to earn a bonus.
 13. For educators who receive a score of a "1" or "2" (out of 5) on their final (summative) TEAM evaluation, they are not eligible to receive
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any Supplements.

14. All teachers designated PYE will not receive a final Teacher Effectiveness Score, therefore will not be eligible.

Compensation Type and Size	It depends on who scores what and how we will be able to calculate this for this year because of the legislation guidelines.
	$(\#3's) \times n + (\#4's) \times n2 + (\#5's) \times n3 = \$339,670 / 1.1828$
Reach	520
Estimated Cost	\$339,670

Alternative Salary Schedule

Is the district implementing an alternative salary schedule? No

Education*

Salary schedule includes lanes for BA, MA, EdS, and Dr.

Other

N/A

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