

RHEA COUNTY--720					
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)	The District may offer signing bonuses in needed areas for speech therapists, math, chemistry, foreign language, and school psychologists.	Certified in content/grade area	Bonus Compensation will vary up to \$5,000.00 depending on experience, education level, and effectiveness.	3	\$15,000
Performance	The District incorporates a salary scale that uses evaluation criteria to determine base pay changes. A full salary schedule is attached in Addendum A. The performance criteria for salary advancement is included in Addendum B.	Tested teachers Non-tested teachers Portfolio teachers Individual TVAAS or Portfolio Growth Score Teacher Observation Score	\$400.00 to \$1,200.00 based upon observation/TVAAS score.	288	\$265,000
Additional Instructional	3--Literacy Specialists and 1 High School Math Specialist.	Level of Overall Effectiveness (LOE)	Teacher Salary + \$500.00 for each individual.	4	\$2,000

Roles or Responsibilities		Individual TVAAS Certified in content/grade area Years of experience			
Education*					
Other					

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

RHEA COUNTY PERFORMANCE CRITERIA
2017-18 Addendum B

1. *Teachers will move steps every year based on their own average observation score.*
2. *Teachers who score 1 or 2 will not move on the scale.*
3. *Teachers who score a 3 will move 1 step.*
4. *Teachers who score a 4 will move 2 steps.*
5. *Teachers who score a 5 will move 3 steps.*
6. *Teachers who have their own TVAAS score may choose to use that score instead of evaluation score.*