

ANDERSON COUNTY--010					
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)	Secondary Math, Science and Health Science can sometimes be difficult to fill and might require an incentive. At this time our only shortage is Health Science.	Level of Overall Effectiveness (LOE) Certified in content/grade area Attendance minimum (i.e. miss no more than 12 days) Years of experience	Base Pay Increase Five years of teaching experience is the limit new teachers are allowed to claim for payroll purposes. We can waive that five year limit for hard to staff subjects.	1	\$2,500
Performance					
Additional Instructional Roles or Responsibilities	The district plan is to build leaders at every school by establishing a learning network that will improve educators' effectiveness and create a systemic	Level of Overall Effectiveness (LOE) Certified in content/grade area	Each role will have compensation of \$25.00 an hour. Teachers will be paid a stipend at the end of each semester.	300	\$219,000

	<p>framework to support the district and school level leadership needs. This network will also improve the pipeline for aspiring administrators by building capacity in the existing staff. These roles will be defined with specific job descriptions which provide instructional support at the school level. Areas of focus for each leadership role must be job embedded and directly linked to evidence based practices. (Examples: leading PLC, mentoring Level I & II teachers, supporting literacy, developing common assessments, etc.)</p>	<p>Attendance minimum (i.e. miss no more than 12 days)</p> <p>Teachers with an overall composite score of 3, 4 or 5 will be given first priority to apply for these positions. The number of positions will be determined by available funding and priority along with the job descriptions will be submitted annually for approval with the school's SIP.</p>			
Education*	<p>Education and experience are not differentiated pay elements and do not count toward the mandated criteria.</p>				
Other					

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