

CANNON COUNTY--080					
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 district will award each level 4 teacher and each level 5 teacher a one-time bonus. This bonus is based on individual TVAAS data or evaluation composite.	Tested teachers Non-tested teachers Portfolio teachers Level of Overall Effectiveness (LOE) Individual TVAAS or Portfolio Growth Score	Level 4 teachers will receive a \$750 bonus. Level 5 teachers will receive a \$1,000 bonus.	114	\$100,000
Additional Instructional Roles or Responsibilities	The district will use Coordinated School Health and Title IIA monies to pay stipends for the following positions: 6 positions, one per K-8 school, serving as data coach, SIP director,	Level of Overall Effectiveness (LOE) Individual TVAAS Certified in content/grade area	Data Coaches and Instructional Leaders will receive \$1,500 in the form of an annual stipend.	20	\$20,900

	<p>AIMSweb director, IPI organizer</p> <p>2 positions serving as K-3 Literacy Instructional Leader</p> <p>1 position serving as Math Instructional Leader</p> <p>2 positions serving as High School Instructional Leaders</p> <p>2 positions serving as Technology Instructional Leaders</p>	If the school health positions are not filled by teachers, then school nurses will be considered for these positions.			
Education*	The district will include Bachelor's, Master's, Specialist and Doctorate degrees for eligible base pay compensation as shown in the attached 2017-18 salary schedule.				
Other					

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