

HENDERSON COUNTY--390					
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	Teacher who receive an overall level of effectiveness score of 4 will be awarded a bonus of \$300: Teachers who receive an overall level of effectiveness score of 5 will be awarded a bonus of \$500.	Tested teachers Non-tested teachers Portfolio teachers Level of Overall Effectiveness (LOE)	Level 5 \$500 Level 4 \$300	245	\$107,900
Additional Instructional Roles or Responsibilities	The district will utilize Teacher Leaders within each school to mentor beginning and struggling teachers. Also, these Teacher Leaders will tutor students who are struggling. Teacher Leaders will help disseminate data from	Level of Overall Effectiveness (LOE) Teacher Leaders are highly effective teachers scoring Level 4 or 5 overall effectiveness and having the ability to work well with administrators, teachers, and students.	\$1,500	34	\$51,000

	common assessments and help teachers understand their data.				
Education*	Henderson County provides additional pay for years of service and additional degrees up to 20 years of service.				
Other					

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