

MOORE COUNTY--640					
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?
<b>Hard-to-Staff (School, Subject, or Placement)</b>	Hard to Staff Areas  To offer more competitive salaries to teachers in difficult to fill positions.	Certified in content/grade area  The Moore County Department of Education will designate vacant teaching positions as "difficult to fill" based on 2 or fewer applicants for a vacant position.	Base Pay Increase  The Director of Schools is authorized to pay a salary up to 5 levels above the years of experience of a certified teacher and/or one category above that required by the teacher's degree in positions designated as "difficult to fill".	2	\$10,165
<b>Performance</b>					
<b>Additional Instructional</b>	Additional Roles and Responsibilities	Level of Overall Effectiveness (LOE)	1,050	15	\$15,750

<b>Roles or Responsibilities</b>	<p>1) Moore County will compensate teachers for providing additional instructional support by performing additional duties in order to build capacity and increase teacher effectiveness.</p> <p>2) All duties will be required to be aligned to the district's strategic plan as well as the state accountability model.</p> <p>3) Roles and responsibilities will be defined annually with written job descriptions and an evaluation component to be required.</p> <p>4) Examples of these roles and duties could be, but are not limited to: mentors, collaborative learning leaders, core content specialists, developing classroom assessments, etc.</p>	<p>Individual TVAAS</p> <p>Defined as "Grade Level Leaders" for K-6 and "Department Leaders" for grades 7-12.</p>			
<b>Education*</b>	<p>Teachers are moved into a higher category of pay depending on the degrees awarded to the teacher.</p> <p>See the 17-18 Moore</p>				

	County Department of Education Teacher Salary Schedule for more information.				
<b>Other</b>					

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