

GIBSON CO SP DIST--275					
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	<p>All teachers that receive a Level of Overall Effectiveness (LOE) score of a 3, 4, or 5 will move up one step on the salary schedule. The teachers that receive a LOE score of 1 or 2 will stay at their current step.</p> <p>Teachers will be awarded a performance based bonus that receive a LOE Score of 4 or 5.</p>	<p>Tested teachers</p> <p>Non-tested teachers</p> <p>Portfolio teachers</p> <p>Level of Overall Effectiveness (LOE)</p>	<p>Base pay increase: averages 1%</p> <p>Bonus: Teachers with a LOE score of 4 would receive \$300 each.</p> <p>Teachers with a LOE score of 5 would receive \$600 each.</p>	210	<p>\$117,000</p> <p>\$90,000</p>
Additional Instructional	Lead Technology Teachers - They will be assisting other teachers with minor hardware and software	Level of Overall Effectiveness (LOE)	Lead Technology Teachers - depending on the size of school the stipend will range	17	\$14,800

Roles or Responsibilities	<p>issues. This was part of the instructional roles for SY 2016-17.</p> <p>Lead Teachers - They will be assisting the principal in handling duties during their absence as well helping with scheduling and other administrative duties. SY 2017-18 will be the first year to actually implement.</p>	<p>Lead Technology Teachers - all certified teachers that receive a LOE Score of 3, 4, or 5 are eligible.</p> <p>Lead Teacher - all certified teachers that receive a LOE Score of 4 or 5 are eligible.</p>	<p>from \$300 to \$1,600 per position.</p> <p>Lead Teachers - depending on size of school the stipend will range from \$300 to \$1,000 per position.</p>		
Education*	<p>For new employees hired after 7/1/2014 the district has an Alternative Salary Schedule composed of 4 lanes. A Bachelors, Masters, EDS, and Doctorate. Each advance degree receives an additional \$2,500 per degree level above the bachelors degree lane. In order to receive the degree advancement, it must be a degree that will impact achievement in a positive way. That could include additional degrees in their content area or in curriculum and instruction.</p>		<p>Masters: \$2,500</p> <p>EDS: \$5,000</p> <p>Doctorate: \$7,500</p>		

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