

SCOTT COUNTY--760					
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>Performance Matrix Plan</p> <p>A. \$25,000.00 of funding set aside for teacher performance pay.</p> <p>B. All "tested" teachers (teachers with a growth score are eligible) as well as Kindergarten teachers.</p> <p>C. All participating teachers will receive the same compensation/monetary amount. The funds will be</p>	<p>Tested teachers</p> <p>Level of Overall Effectiveness (LOE)</p> <p>Individual TVAAS or Portfolio Growth Score</p>	The amount of compensation depends on the number of teachers meeting the above criteria. There are approximately 148 teachers that may participate in Matrix Pay. Below is a Performance Matrix Sample:	80	\$25,000

	<p>paid out as a one-time payment after final eligibility and participants are determined.</p> <p>D. The amount will be determined by dividing the number of participating teachers into \$25,000.00.</p> <p>E. There are two options to become eligible to participate in the Performance Pay Matrix, 1. Individual Growth Score, 2. Achievement Performance.</p>		<p>If 80 of the 148 Teachers are eligible to participate</p>		
Additional Instructional Roles or Responsibilities					
Education*	<p>Educators who receive advanced degrees move up the salary schedule. Scott County School's salary schedule includes pay raises for the following advanced degrees: MA, MA+30, EDS, EDD and PHD.</p>				
Other					

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