

Jackson-Madison Schools

2018-19 Differentiated Pay Plan

Hard-to-Staff	<input type="checkbox"/>
Instructional Roles	<input checked="" type="checkbox"/>
Performance	<input checked="" type="checkbox"/>
Alternative Salary Schedule	<input type="checkbox"/>

Hard to Staff (School, Subject, or Placement)

N/A

Instructional Roles or Responsibilities

Description	<p>Learning coaches: full time teachers that have additional coaching responsibilities specifically with new teachers</p> <p>Instructional coaches: full release teachers that will coach all teachers in each building this year All coaches work one-on-one with teachers and in alignment with our curriculum and instructional framework.</p>
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Number of Unique Roles: 2

Eligibility Criteria	<p>Learning Coaches: Minimum 3 years of teaching, Minimum 2 years of successful teaching as evidenced by evaluation component scores and observations, Completion of Teacher Leader Training (in-district)</p> <p>Instructional Coaches: Minimum 3 years of teaching, Minimum 2 years of successful teaching as evidenced by evaluation component scores and observations, successful interview with district team and completion of ongoing adult learning training (in-district)</p>
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Compensation Type and Size	<p>Learning Coaches: \$2,500</p> <p>Instructional Coaches: Teacher salary x 1.07</p>
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Reach	40
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Estimated Cost	\$100,000
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Performance

Description	<p>Teacher and administrator performance will be evaluated and pay will be differentiated based on the Level of Overall Effectiveness (LOE) according to the TEAM Evaluation Model.</p> <p>In order to receive a bonus, a teacher or administrator must receive a TEAM Educator Overall Level of Effectiveness Score of four (4) or five (5).</p>
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Eligibility Criteria	<p>Eligible Teachers: Tested teachers, Non-tested teachers, Portfolio teachers</p> <p>Eligibility Criteria: Level of Overall Effectiveness (LOE)</p>
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Compensation Type and Size	Teachers and Administrators who score a five (5) will receive an equal portion of 55% (\$220,000) and those who score a four (4) will receive an equal portion of 45% (\$180,000) of the total \$400,000 Differentiated Pay Plan set aside. This includes FICA and Retirement.
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Reach	600
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Estimated Cost	\$400,000
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Alternative Salary Schedule

Is the district implementing an alternative salary schedule? No

Education*

After the Bachelor's degree is obtained, educators are paid using the following while working toward and obtaining advanced degrees: Bachelor's +10, Bachelor's +20, Master's, Master's +10, Master's +20, Master's +30, Ed.S., and Ed.D./Ph.D. The district only pays +10, +20, or +30 to a teacher working toward a higher degree that is related to education; all other degrees not related to education must receive the full MA, Ed.S, or Ed.D. to receive payment.

Other

N/A

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