

Greene County Schools

2018-19 Differentiated Pay Plan

Hard-to-Staff	<input checked="" 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)	
Description	<p>Greene County Schools will reimburse tuition costs up to \$6,000 for teachers who gain certification to fill hard to staff positions. Applicants will be pre-approved for this benefit and must agree to remain in the position according to terms defined by the district. Positions shall be determined annually and approved by the Director of Schools.</p> <p>The Greene County Schools may provide a bonus of up to \$5,000 to fill hard to staff positions to be determined on an annual basis.</p> <p>The district will up to ¼ of total salary for educators to teach additional classes. Teachers must perform at a level 3, 4, or 5 to be eligible.</p> <p>Priority Areas: 5-8 (Math, Science, School Psychology), 9-12 (Math, Science, School Psychology)</p>
Eligibility Criteria	<p>Level of Overall Effectiveness (LOE), Individual TVAAS</p> <p>Reimbursement will occur in annual payments of no more than \$2,000 per year provided the teacher maintains TEAM composite score of 3, 4, or 5 and remains in the hard to staff position.</p> <p>Current teachers & New hires</p>
Compensation Type and Size	<p>Compensation Type: Base Pay Increase/Bonus</p> <p>Compensation Amount: 9-12 math (2) x \$3,000</p> <p>9-12 science (2) x \$3,000</p>
Reach	2
Estimated Cost	\$10,000
Instructional Roles or Responsibilities	
Description	<p>Learning leader, PLC facilitator, curriculum coach, mentor</p> <p>Number of Unique Roles: 4</p>
Eligibility Criteria	<p>Level of Overall Effectiveness (LOE), Individual TVAAS</p> <p>Teachers performing at level 3, 4 or 5 on individual growth scores (as applicable) and TEAM observation scores will be eligible for additional roles within the district.</p>
Compensation Type and Size	<p>Mentor: \$500-\$1,000</p> <p>Learning leader: \$1,200-\$1,500</p> <p>PLC facilitator: \$1,500-\$2,000</p> <p>Curriculum coach: \$1,200-\$1,500</p>
Reach	65
Estimated Cost	\$160,000

Performance

Description	The district will compensate teachers who receive a 4 or 5 on individual teacher-effect (TVAAS) scores for the previous year.
Eligibility Criteria	Tested teachers Individual TVAAS score of Level 4 or Level 5 Teachers performing at level 4 or 5 on individual growth scores will earn a one-time bonus.
Compensation Type and Size	One-time bonus Level 4 - \$750 Level 5 - \$1,000
Reach	65
Estimated Cost	\$65,000

Alternative Salary Schedule

Is the district implementing an alternative salary schedule? No

Education*

Salary schedule steps based on each degree. The district awards for MA, MA+30, Ed.S, and Ed.D. Enrollment in programs above master's degree require prior approval in order to receive the increase under the existing salary schedule.

Other

N/A

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