

Jackson County Schools

2021-22 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	Secondary Chemistry and/or Physics Secondary Foreign Language Priority Areas: 9-12 (Secondary Chemistry, Physics, Secondary Foreign Language)
Eligibility Criteria	Certified in content/grade area; Hard-to-Staff stipends for new hires will require successful completion of the school year and a recommendation for rehire for the following school year.
Compensation Type and Size	Compensation Type: Bonus Bonus Type: Signing/Recruitment Compensation Amount: \$2,000
Reach	2
Estimated Cost	\$2,000
Instructional Roles or Responsibilities	
Description	<ul style="list-style-type: none"> Teacher Evaluators: TEAM evaluation of teachers in lieu of planning time Teacher Instructional Coach: Reviewing, planning, training, delivering professional development during the summer and outside of normal schedules Teacher Mentor/Lead Teacher: Plan and lead PLC meetings, serve on instructional advisory committees, formal mentoring of new teachers or teachers with specific growth plans, training outside of normal schedules Number of Unique Roles: 3
Eligibility Criteria	Level of overall effectiveness (LOE); Individual TVAAS; Attendance minimum (i.e., miss no more than 12 days); Years of experience; Advanced degrees Highly effective teachers with extensive curriculum knowledge will be considered for Teacher Evaluator, Instructional Coach, and Mentor Teacher as part of the school-level instructional leadership teams. Eligibility for any additional differentiated pay will require no more than 13 absences for any reason.
Compensation Type and Size	Teacher Evaluator (4) X \$1,000 Teacher Coach (4) X \$1,000 Teacher Mentor/Lead (25) X \$500
Reach	33
Estimated Cost	\$25,000
Performance	
Description	Any teacher who generates a TVAAS individual growth score of Level 4 or 5 qualifies for one-time performance pay. Teachers are eligible if they are absent for no more than 13 days. Every educator and administrator assigned to schools with a TVAAS Composite Score of 4 or 5 are eligible for one-time performance pay,

including teachers with individual TVAAS scores of 4 or 5. Teachers are eligible if they are absent for no more than 13 days.

Eligibility Criteria	Eligible Teachers: Tested teachers; Non-tested teachers; Portfolio teachers; School administrators; Other instructional staff Eligibility Criteria: Individual TVAAS or portfolio growth score; School-level TVAAS
Compensation Type and Size	Schoolwide TVAAS Growth Level 4/5 or Increase of 2 Levels X \$500 Individual TVAAS 4/5 X \$250
Reach	100
Estimated Cost	\$60,000

Alternative Salary Schedule

Is the district implementing an alternative salary schedule? No

Education*

Educators and administrators are compensated for additional degrees for Masters, Masters +30, EDS, and Doctorate Degrees.

Other

N/A

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