

RICHARD CITY--581					
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>1. The district will continue to offer a traditional (step/lane schedule that uses years of experience and the education level to determine educator's increases in base pay) and will offer a bonus to each teacher if their Teacher Effectiveness score is 3 or greater. The compensation will be given as a bonus.</p> <ul style="list-style-type: none"> • Teacher Effectiveness Score 3=\$300.00 • Teacher Effectiveness Score 4=\$400.00 • Teacher Effectiveness Score 5=\$500.00 <p>There will be eligibility requirements established</p>	<p>Tested teachers</p> <p>Non-tested teachers</p> <p>Portfolio teachers</p> <p>Level of Overall Effectiveness (LOE)</p> <p>Individual TVAAS or Portfolio Growth Score</p> <p>School level TVAAS</p>	<p>Teachers compensation will be given as a bonus based on the Teacher Effectiveness score as follows:</p> <ul style="list-style-type: none"> • Teacher Effectiveness Score 3=\$300.00 • Teacher Effectiveness Score 4=\$400.00 • Teacher Effectiveness Score 5=\$500.00 <p>The Principals compensation will be given as bonus based on LOE score as follows:</p>	25	\$12,500

	<p>in areas such as certification and other identified areas.</p> <p>*Must be certified to teach all classes assigned</p> <p>*Must be highly qualified in teaching core classes</p> <p>*Payout will be in the following year due to the timing of the data. (11/15 Payroll)</p> <p>*Payments will be subject to all applicable state and local taxes.</p> <p>2. The district will continue to offer a traditional (step/lane schedule that uses years of experience and the education level to determine principal's increases in base pay) and will offer a bonus to the principal if their LOE score is 3 or greater. The compensation will be given as bonus to the principal based on LOE score as follows:</p> <p>Score 3=\$300.00</p> <p>Score 4=\$400.00</p> <p>Score 5=\$500.00</p>		<p>Score 3=\$300.00</p> <p>Score 4=\$400.00</p> <p>Score 5=\$500.00</p>		
Additional Instructional Roles or Responsibilities					

Education*	The district awards employees who obtain additional degrees/education at the Masters, +30, EDS, and PHD Levels. Compensation for employees who obtain additional degrees will be a base pay increase.				
Other					

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