

ETOWAH--542

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	Etowah City School has a bonus pool budgeted at \$2,500 per teacher. The money is paid after test scores are received and the amount each teacher will receive depends their performance level: 50% Skills, Knowledge and Responsibilities (which includes 4 evaluations), 30% Classroom achievement gains, 20% School achievement gains.	Tested teachers Non-tested teachers Portfolio teachers Level of Overall Effectiveness (LOE) Individual TVAAS or Portfolio Growth Score School level TVAAS	\$2,500 per teacher is in the pool. Teachers with higher scores receive a higher percentage of pay from the pool.	28	\$70,000
Additional Instructional Roles or Responsibilities	Etowah City School pays one (1) Instructional Coach and three (3) mentor teachers. These teachers are paid for additional	Level of Overall Effectiveness (LOE) Individual TVAAS Years of experience	\$9,000 for the Instructional Coach \$500 per mentor teacher	4	10,500

	<p>training and for additional time worked during the year and the summer months.</p> <p>The Instructional Coach works with all teachers, grades PreK-8, leads bi-weekly PLC's, and serves on the school leadership team. In addition, she conducts evaluations, along with the principal and mentor teachers.</p> <p>The mentor teachers assist the Instructional Coach with PLC's, evaluations, and serve on the school leadership team.</p>				
Education*	<p>Etowah City School has a current salary schedule that provides a higher rate of pay for advanced degrees, along with the increase in years of experience. Teachers are compensated in the salary schedule for Masters degrees, Masters plus 30, and EdS degrees.</p>				
Other					

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