

## Scott County Schools

### 2018-19 Differentiated Pay Plan

Hard-to-Staff	<input type="checkbox"/>
Instructional Roles	<input 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	
N/A	
Performance	
<b>Description</b>	<p>Creation of a Performance Matrix for all "tested" Teachers</p> <p>Performance Matrix Plan</p> <ul style="list-style-type: none"> <li>A. \$25,000 of funding set aside for teacher performance pay.</li> <li>B. All "tested" teachers (teachers with a growth score are eligible) as well as Kindergarten teachers.</li> <li>C. All participating teachers will receive the same compensation/monetary amount. The funds will be paid out as a one-time payment after final eligibility and participants are determined.</li> <li>D. The amount will be determined by dividing the number of participating teachers into \$25,000.</li> <li>E. There are two options to become eligible to participate in the Performance Pay Matrix: <ul style="list-style-type: none"> <li>a. Individual Growth Score</li> <li>b. Achievement Performance</li> </ul> </li> </ul>
<b>Eligibility Criteria</b>	<p><b>Eligible Teachers:</b> Tested teachers</p> <p><b>Eligibility Criteria:</b> Level of Overall Effectiveness (LOE), Individual TVAAS or Portfolio Growth Score</p> <p>Eligibility Requirements to participate in Performance Matrix</p> <ol style="list-style-type: none"> <li>1. Must be a certified, "tested" teacher (Tested = Teacher that receives a growth score)</li> <li>2. Kindergarten Teachers are eligible (Growth score not available)</li> <li>3. Teachers who possess a growth score must obtain a level 3, 4, or 5 composite growth score to be eligible</li> <li>4. (The following is for teachers of grades 3-12, K-2 teachers will be addressed in item 5). Teachers who are tested but do not receive a composite growth score of 3, 4, or 5 may also be eligible to participate based upon achievement scores. The achievement score of all "tested" subjects the teacher instructs must score at or above the state average for each of those tested subjects. All subjects' achievement score must meet or exceed state average for the school year the testing occurs.</li> <li>5. For Kindergarten thru 2nd grade teachers, both Reading and Math final grade equivalency must be 1 month advanced from being on grade level. (Ex.) First grade...On grade level equivalency = 1.8 in order to be eligible for performance matrix, grade equivalency</li> </ol>

must be 1.9 for both Reading and Math )

<b>Compensation Type and Size</b>	Performance Matrix Sample: 80 Teachers are eligible to participate in the Performance Matrix. The value of the Matrix is set at \$25,000 \$25,000 divided by 80 Teachers = \$312.50 per participating teacher in the matrix.
<b>Reach</b>	75
<b>Estimated Cost</b>	\$25,000

#### Alternative Salary Schedule

***Is the district implementing an alternative salary schedule?*** No

#### Education\*

Step ladder raises. Educators are compensated for advanced degrees. Advanced degrees include: Master's, Master's+30, Ed.S, Ed.D, and Ph.D.

#### Other

N/A

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