

Jackson 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	We have had difficulty staffing high school math and ELL. Priority Areas: K-4 (ESL/ELL), 5-8 (Math), 9-12 (Math, ESL/ELL)
Eligibility Criteria	Certified in content/grade area, Attendance minimum (i.e. miss no more than 12 days) Current teachers & New hires
Compensation Type and Size	Compensation Type: Bonus Bonus Type: Signing/Recruitment Compensation Amount: \$1,000
Reach	1
Estimated Cost	\$1,000
Instructional Roles or Responsibilities	
Description	Peer Observer, School Leadership Team Member, Mentor Teacher Number of Unique Roles: 3
Eligibility Criteria	Level of Overall Effectiveness (LOE), Individual TVAAS, Attendance minimum (i.e. miss no more than 12 days)
Compensation Type and Size	Mentor Teacher = 4 x \$1,200 School Leadership Team = 16 x \$200 Peer Observer = 5 x \$1,000
Reach	25
Estimated Cost	\$13,000
Performance	
Description	Any school that is a 4 or 5 or that moves up 2 positions (from a 1 to a 3 for example). All teachers who meet the criteria from that school will get the funds.
Eligibility Criteria	Eligible Teachers: Tested teachers, Non-tested teachers, Portfolio teachers Eligibility Criteria: School level TVAAS
Compensation Type and Size	Approximately \$350 per teacher
Reach	100
Estimated Cost	\$35,000
Alternative Salary Schedule	
Is the district implementing an alternative salary schedule? No	
Education*	
Jackson County compensates for MA, MA+30, Ed.S, and Doctorate degrees.	
Other	
N/A	

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