

## Bells City School

### 2019-20 Differentiated Pay Plan

Hard-to-Staff	<input checked="" 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)	
<b>Description</b>	The District will offer a salary supplement in the hard to staff area of speech/language pathologist. <b>Priority Areas: K-4 (Special Education), 5-8 (Special Education)</b>
<b>Eligibility Criteria</b>	Certified in content/grade area This award will be available to the teacher with the required certification on a "need" basis. Presently, one position is needed. Current teachers are eligible.
<b>Compensation Type and Size</b>	<b>Compensation Type: Bonus Type:</b> <b>Compensation Amount:</b> Speech/Language Pathologist (1) x \$3203
<b>Reach</b>	1
<b>Estimated Cost</b>	\$3,203
Instructional Roles or Responsibilities	
N/A	
Performance	
<b>Description</b>	The bonus will be given to qualifying teachers and school administrators in Pre-K through Fifth Grade. Requirements for qualifying include: - Teacher must be a full-time certified employee for the 2019-20 school year - Teachers must receive a minimum of a 3 on the overall observation score on the TEAM evaluation - Teachers who retire at the end of the 2019-20 are eligible but teachers not returning for the 2020-21 school year are not eligible.  The bonus will be given to qualifying teachers and school administrators based on applicable school-wide TVAAS Composite Data of a 4 or 5. The bonus will be \$300 for a score of 5 and \$200 for a score of 4.  <b>Update (May 2020): Due to COVID-19 school closures and no testing or evaluation data for 2019-20, the district will utilize 2018-19 evaluation and testing data to determine performance payouts.</b>
<b>Eligibility Criteria</b>	<b>Eligible Teachers:</b> Tested teachers; Non-tested teachers; Portfolio teachers; School administrators <b>Eligibility Criteria:</b> School-level TVAAS
<b>Compensation Type and Size</b>	TVAAS School Composite Data of 5 x \$300 TVAAS School Composite Data of 4 x \$200
<b>Reach</b>	37
<b>Estimated Cost</b>	\$11,100
Alternative Salary Schedule	
<b>Is the district implementing an alternative salary schedule?</b> No	

**Education\***

Beginning with the fiscal year 2018-2019, BCSD moved to a two-tier pay scale recognizing Bachelor's Degree and Advanced Degree from Zero Years' experience to Twenty Years' experience. Teachers within the prior Master's Plus Thirty and Educational Specialist (3 teachers) will retain their status within a four-tier pay scale. As the district provides pay increases in the steps of the two tier, the three teachers will receive the appropriated pay increase that will be paid to all certified employees. As part of the two-tier pay scale, BCSD will provide a one-time bonus for teachers who complete a Master's Plus Thirty (\$600) or an Educational Specialist Degree (\$1200).

**Other**

**N/A**

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