

## Jackson County Schools

### 2020-21 Differentiated Pay Plan

Hard-to-Staff	<input 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)

N/A

#### Instructional Roles or Responsibilities

<b>Description</b>	<p>Peer Observer: Observers will be trained and evaluate teachers using the TEAM rubric</p> <p>School Leadership Team: Leadership Team Members will assist school administrators with school-level decision making</p> <p>Lead Teachers: Lead teachers will serve as content area/grade level experts, deliver professional development, and serve as mentor teachers.</p> <p><b>Number of Unique Roles: 3</b></p>
<b>Eligibility Criteria</b>	<p>Level of overall effectiveness (LOE); Individual TVAAS; Certified in grade/content area; Attendance minimum (i.e., miss no more than 12 days) Eligible Teachers can miss no more than 13 days of school for the year.</p> <p>School Leadership Team is the same role previously established through the Memorandum of Understanding.</p>
<b>Compensation Type and Size</b>	<p>Peer Observer (5) X \$1000</p> <p>School Leadership Team (20) x \$300</p> <p>Teacher Leadership (Lead Teacher) (20) x \$200</p>
<b>Reach</b>	45
<b>Estimated Cost</b>	\$15,000

#### Performance

<b>Description</b>	<p>A performance bonus will be paid to teachers in a school if the overall School TVAAS growth score is a Level 4 or Level 5, or if the overall School TVAAS growth score improves by 2 Levels (i.e. from Level 1 to Level 3). A teacher is also eligible if he or she earns a Level 4 or Level 5 Growth score based on their own individual TVAAS scores for the 2020-2021 school year.</p>
<b>Eligibility Criteria</b>	<p><b>Eligible Teachers:</b> Tested teachers; Non-tested teachers; Portfolio teachers; School administrators</p> <p><b>Eligibility Criteria:</b> Individual TVAAS or portfolio growth score; School-level TVAAS; Teachers are only eligible if they miss no more than 13 school days.</p>
<b>Compensation Type and Size</b>	<p>Teachers with School TVAAS Growth Level 4 or 5 X \$500</p> <p>Teachers with School TVAAS Growth improving 2 Levels X \$500</p> <p>Teacher with Individual TVAAS Growth Level 4 or 5 X \$500</p>
<b>Reach</b>	130
<b>Estimated Cost</b>	\$65,000

#### Alternative Salary Schedule

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

#### Education\*

The salary scale provides compensation for MA, MA +30, EDS, and EDD.

#### Other

N/A

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