

MADISON COUNTY--570					
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	Teacher and administrator performance will be evaluated and pay will be differentiated based on the Level of Overall Effectiveness according to the TEAM Evaluation Model. In order to receive a bonus, a teacher or administrator must meet the following criteria: TEAM Educator Overall Level of Effectiveness Score of four (4); or TEAM Educator Level of Effectiveness Score of five (5). Compensation will be given in the form of a bonus. Teachers and administrators earning a TEAM Educator Level of	Tested teachers Non-tested teachers Portfolio teachers Level of Overall Effectiveness (LOE)	Teachers and Administrators who score a five (5) will receive an equal portion of 55% (\$220,000) and those who score a four (4) will receive an equal portion of 45% (\$180,000) of the total \$400,000 Differentiated Pay Plan set aside. This includes FICA and Retirement.	1049	\$400,000

	<p>Overall Effectiveness Score of four (4) or five (5) will receive a bonus that is divided proportionally amongst them.</p> <p>Additionally, in order to receive this bonus, a teacher or administrator must be employed with the district at the time of payment.</p>				
<b>Additional Instructional Roles or Responsibilities</b>					
<b>Education*</b>	<p>Master's Degree</p> <p>The hours earned while obtaining two Master's Degrees or adding an additional endorsement do not qualify as additional graduate semester hours above a Master's Degree.</p> <p>*Ten (10) additional graduate semester hours above a Master's Degree (Employee must be working toward an Ed.S., Ed.D. or Ph.D.)</p> <p>*Twenty (20) additional graduate semester hours</p>				

	<p>above a Master's Degree (Employee must be working toward an Ed.S., Ed.D. or Ph.D.)</p> <p>*Thirty (30) additional graduate semester hours above a Master's Degree (Employee must be working toward an Ed.S., Ed.D. or Ph.D.)</p> <p>Education Specialist Degree</p> <p>Doctorate Degree</p> <p>Graduate degree course work must be aimed primarily at public education or be functionally related to the endorsement(s) on an educator's license.</p>				
<b>Other</b>					

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