

HAMILTON COUNTY--330					
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	1. Teachers in our Priority Schools are eligible for annual performance and retention bonus(es). 2. All certificated staff who work a minimum of 120 days in a state-recognized Reward School will receive \$125 for a growth award and \$125 for an achievement award.	Tested teachers Non-tested teachers Portfolio teachers School level TVAAS School-Level Achievement	It varies from \$125 (Reward Schools) up to \$2,500 (Priority Schools).	620	\$647,730
Additional Instructional Roles or Responsibilities	1. The district will compensate all certificated instructors serving as Grade Level Chairpersons (Elementary), Team Leaders (Middle School), and Department Chairpersons (High School).	Level of Overall Effectiveness (LOE) Certified in content/grade area Years of experience Advanced degrees 1. All certificated employees are eligible. School principals are	1. The compensation will be at a rate of \$15 per month, per instructor within the Chairperson's or Team Leader's responsibility - for a total of \$150 yearly per teacher in their department. This	1,425	\$676,530

	<p>2. The district will compensate all certificated instructors serving as their school-based Technology Contact (TC).</p> <p>3. As part of our "Project Inspire" math and science residency program, the district will compensate each Clinical Instructor for their additional work with their assigned resident(s) and for completion of five additional summer in-service dates.</p> <p>4. Lead Teachers - selected by the Exceptional Education Department - assist district-wide in instructional modification and procedural compliance. These teachers work an extended calendar of up to forty additional days.</p>	<p>responsible for the selection of Team Leaders and Chair-persons.</p> <p>2. All certificated employees are eligible. School principals are responsible for the selection of the TC within their school.</p> <p>3. All certificated employees are eligible. Available position(s) are posted district-wide and are one-year-only placements.</p> <p>4. Same as #3.</p>	<p>supplement will be paid twice annually, at the end of each semester.</p> <p>2. The designated school-based TC will be compensated at a rate of \$15 per certificated employee per school. This supplement will be paid twice yearly - at the end of each semester.</p> <p>3. Clinical Instructors will be compensated \$4,000 annually for one resident, and \$6,000 if they are assigned two residents. This will be paid as a supplemental bonus, twice yearly - at the end of each semester.</p> <p>4. Same as #3.</p>		
Education*	<p>We compensate our educators additionally for each degree level - Bachelor's / Master's / Master's+30 / Ed.S. / Ed.D See Salary Scale.</p>				
Other					

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

**Elementary Strategic Compensation
2016-2017**

School Award	School Value-Added Gains	
	School in the 75th percentile in Math and Reading \$500	
KG-3rd Grade Teachers*	Easy CBM/iReady Based on the assessment	
	Rank in the Top 20% in Literacy or Math \$1,250/\$1,250	
	Departmentalized teachers who teach either Reading or Math all day are eligible for \$2500	
4th-5th Grade Teachers	Individual Value Added Gains	
	Self Contained Teachers Teach Reading AND Math: To receive individual award, you must score a 3, 4 or 5 for value added in Reading AND Mathematics (only 4s and 5s will earn potential payout)	
	Level 4 -- \$625	Level 5 -- \$1,250
	Departmentalized Teachers Teach Reading OR Math (not both) If you only receive value added scores for one subject area (reading OR mathematics), you must score a 4 or 5 in order to earn individual award	
	Level 4 -- \$1,250	Level 5 -- \$2,500

**Middle School Strategic Compensation
2016-2017**

School Award	Success Rate		As identified on state report card
	School success rate above 5th percentile (statewide) \$500		
	Student Attendance		
	Increase 2 percentage points from previous year or maintain threshold of 95% attendance rate. Schools below 95% must reach the 95th percentile or increase at least two percentage points. \$100		
Grade Level Department	Annual Report Card		As identified on state report card
	Literacy	Mathematics	
	Receive an A on the State Report Card \$500		
Individual	Individual Value-Added Gain		
	Reading	Mathematics	
	Level 4 -- \$1,250 Level 5 -- \$2,500	Level 4 -- \$1,250 Level 5 -- \$2,500	

*Max individual award \$5k

**High School Strategic Compensation
2016-2017**

School Award	ACT	
	ACT - % Students Scoring 21 or higher \$500	
	Student Attendance	
	Increase 2 percentage points from previous year or maintain threshold of 95% attendance rate. Schools below 95% must reach the 95th percentile or increase at least two percentage points. \$100	
Department	Departmental Value-Added School-wide Literacy/Numeracy Gains	
	School-wide Literacy	School-wide Numeracy
	Level 4 -- \$250	Level 4 -- \$250
	Level 5 -- \$500	Level 5 -- \$500
Individual	Individual Value-Added Gains on EOC Exams	
	English 1, 2, or 3	Algebra 1 or 2
	Level 4 -- \$1,250	Level 4 -- \$1,250
	Level 5 -- \$2,500	Level 5 -- \$2,500

As identified on state report card

State TVAAS summary results for EOC literacy/numeracy subjects - this is a 1 year accountability score

Open to all English 1, 2, 3 and Algebra 1 and 2

**Principal and Assistant Principal Strategic Compensation
2016-2017**

Principal	School Value-Added Gains
	Achieve gain scores in the top 25% or higher (statewide) \$5,000
Assistant Principal	School Value-Added Gains
	Achieve gain scores in the top 25% or higher \$2,500

*based on 1-year math AND rla tvaas
growth. State ranking on public tvaas
site.*