

Richard City Schools

2018-19 Differentiated Pay Plan

Hard-to-Staff	<input 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)	
N/A	
Instructional Roles or Responsibilities	
N/A	
Performance	
Description	<p>The district will continue to offer a traditional (step/lane schedule that uses years of experience and the education level to determine educator's increases in base pay) and will offer a bonus to each teacher if their Teacher Effectiveness score is 3 or greater. The compensation will be given as a bonus.</p> <ul style="list-style-type: none"> Teacher Effectiveness Score 3=\$300 Teacher Effectiveness Score 4=\$400 Teacher Effectiveness Score 5=\$500 <p>There will be eligibility requirements established in areas such as attendance, certification and other identified areas.</p> <ul style="list-style-type: none"> Employee cannot miss no more than 5 days (Days not counted toward the initial 5 : Dr. Appointment with excuse/Death of immediate family/loss of property ex. due to fire or other that has the Director's prior approval) Must be certified to teach all classes assigned (must have proof of working on certification) Must be highly qualified in teaching core classes (must have proof of currently working on highly qualified) Payout will be in the following year due to the timing of the data. Payments will be subject to all applicable state and local taxes. <p>The 2018-19 Salary Schedule will serve as the base for certified teachers and administrator pay.</p>
Eligibility Criteria	<p>Eligible Teachers: Tested teachers Non-tested teachers Portfolio teachers</p> <p>Eligibility Criteria: Level of Overall Effectiveness (LOE)</p> <ul style="list-style-type: none"> All full time certified teachers will be eligible for the performance bonus based on the individual's Teacher Effectiveness score. Teachers with a "Teacher Effectiveness Score" of 1 or 2 will not receive a performance bonus. <p>**Due to the timing of Data , bonuses will be paid out on November's payroll (11/15) of each year based on the Teacher Effectiveness scores from the previous school-year. **</p> <p>To receive the bonus, the employee must be employed full time at the time of payout by Richard Hardy Memorial Schools unless he/she meets one of</p>

the following exceptions

- A. An individual who retires at the completion of the previous school year will receive the bonus earned (individuals who retire prior to the end of the school year will not receive the bonus).
- B. An individual who passes away before the payout will have the bonus earned paid to his/her estate.
- C. An individual who is discharged at the end of the year due to lack of placement available/employment transfer to another system will still receive payment in November.

Compensation Type and Size	<p>The compensation will be given as a bonus.</p> <ul style="list-style-type: none"> • Teacher Effectiveness Score 3=\$300 • Teacher Effectiveness Score 4=\$400 • Teacher Effectiveness Score 5=\$500
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Reach	24
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Estimated Cost	\$12,000
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Alternative Salary Schedule

Is the district implementing an alternative salary schedule? No

Education*

Our district offers Step/Lane schedule with years of experience for advanced degrees. Advanced degrees include: MS+, EDS, and EDD.

Other

N/A

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