

## Clay County Schools

### 2018-19 Differentiated Pay Plan

Hard-to-Staff	<input checked="" 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)	
<b>Description</b>	The district will offer a bonus upon hiring in a position deemed hard-to-staff by the principal and/or director. Based on three of fewer applications/transfers available. New positions and transfers are both eligible. Appropriate certification must be held for the hard-to-staff position. Experience in the area is preferred. Attendance of 170 out of 180 days for the school year is required with the exception of a waiver from the Director of Schools and Board of Education.
<b>Eligibility Criteria</b>	Certified in content/grade area, Attendance minimum (i.e. miss no more than 12 days), Years of experience Current teachers and New hires
<b>Compensation Type and Size</b>	<b>Compensation Type:</b> Bonus <b>Bonus Type:</b> Signing/Recruitment <b>Compensation Amount:</b> \$3,000 over three years (\$1,000 per year) The award will be given as a three-part bonus, \$1,000 yearly for three years as long as the position is maintained. If during the three years the employee terminates the position, the bonus will be prorated for the current year and the rest of the bonus.
<b>Reach</b>	1
<b>Estimated Cost</b>	\$3,000

Instructional Roles or Responsibilities	
<b>Description</b>	<p>The district will offer stipend pay to certified teachers who design and present Professional Learning Opportunities to other staff members to improve classroom instruction and student/learning achievement. Certified teachers with level 4 or 5 of effectiveness would be eligible.</p> <p>The district will offer stipend pay to certified teachers for performing classroom observations to build their leadership skills increasing possibilities for the administration pool. Teachers will need to attend state training and pass all state required assessments before conducting observations.</p>
<b>Eligibility Criteria</b>	<p>Certified teachers with level 4 or 5 of effectiveness would be eligible.</p> <p>Certified Teachers who possess an ILL-B Beginner Administrator License or are a candidate for administrative positions are eligible.</p>
<b>Compensation Type and Size</b>	<p>Stipend pay will be given as a bonus of \$125 per day. This stipend covers planning, preparation, and presentation. Presentations must be approved by professional development staff and relate to our ePlan strategic goals for improvement.</p> <p>Stipend pay will be given as a bonus of \$25 per observation. Observations are scheduled by principal or administration.</p>

<b>Reach</b>	21
<b>Estimated Cost</b>	\$1,800.00
<b>Performance</b>	
<b>Description</b>	The district will offer a performance bonus based on the average teacher Classroom Level TVAAS Scores for elementary levels PreK-8 and tested high school areas. Scores must be an average of 4 or 5 to be eligible. All teachers must choose personal achievement measure to be eligible for bonus. Alternate achievement measures are exempt. For example, choosing graduation rate for an achievement measure will not qualify.
<b>Eligibility Criteria</b>	<b>Eligible Teachers:</b> Tested teachers <b>Eligibility Criteria:</b> Individual TVAAS (single-year) or Portfolio Growth Score
<b>Compensation Type and Size</b>	Bonus at year end will be awarded to the qualifying staff with a growth measure average of 4 or 5. If the scores received are an average of 4 (example: 3 in Science and 5 in reading), then they will receive a \$400.00 bonus. If the average received is a 5, they will receive a \$500.00 bonus.
<b>Reach</b>	55
<b>Estimated Cost</b>	\$27,500
<b>Alternative Salary Schedule</b>	
<b><i>Is the district implementing an alternative salary schedule?</i></b> No	
<b>Education*</b>	
The district will include Bachelor's, Master's, Master's +30, EDS, and Doctorate degrees for eligible base pay compensation. All degrees will be awarded with a base pay increase as shown on attached schedule.	
<b>Other</b>	
<b>N/A</b>	

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