

Scott County 2023-24 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>Performance Matrix Plan</p> <p>A. \$25,000.00 of funding set aside for teacher performance pay.</p> <p>B. All "tested" teachers (teachers with a growth score are eligible) as well as Kindergarten teachers.</p> <p>C. All participating teachers will receive the same compensation/monetary amount. The funds will be paid out as a one-time payment after final eligibility and participants are determined.</p> <p>D. The amount will be determined by dividing the number of participating teachers into \$25,000.00.</p> <p>E. There are two options to become eligible to participate in the Performance Pay Matrix, 1. Individual Growth Score, 2. Achievement Performance.</p> <p>Eligibility Requirements to participate in Performance Matrix</p> <ol style="list-style-type: none"> 1. Must be a certified, "tested" teacher (Tested = Teacher that receives a growth score) 2. Pre-K and Kindergarten Teachers are eligible through Portfolio scores. 3. Teachers who possess a growth score must obtain a level 4 or 5 individual one year growth score to be eligible as shown in TNCompass. 4. (The following is for teachers of grades 3-12, K-2 teachers will be addressed in item 5). Teachers who are tested but do not receive a composite growth score of 4 or 5 may also be eligible to participate based upon achievement scores. The achievement score of all "tested" subjects the teacher instructs must score at or above the state average for each of those tested subjects. All subjects' achievement score must meet or exceed state average for the school year the testing occurs. 5. Second grade teachers are eligible if the teacher has achievement level 3 or level 4 at or above state average for each of the tested subjects.

Eligibility Criteria	<p>Eligible Teachers: Tested teachers</p> <p>Eligibility Criteria: Individual TVAAS or portfolio growth score</p>
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	<p>Other: Individual One Year Growth Score and/or Achievement from TCAP Performance Matrix Plan</p> <p>A. \$25,000.00 of funding set aside for teacher performance pay. B. All "tested" teachers (teachers with a growth score are eligible) as well as Kindergarten teachers. C. All participating teachers will receive the same compensation</p>
Compensation Type and Size	<p>Performance Matrix Sample: 80 Teachers are eligible to participate in the Performance Matrix. The value of the Matrix is set at \$25,000.00 \$25,000.00 divided by 80 Teachers = \$312.50 per participating teacher in the matrix.</p>
Reach	80
Estimated Cost	\$25,000

Alternative Salary Schedule

Is the district implementing an alternative salary schedule? No

Education*

I. Maintain certified staff salary schedule with step level increases being paid for education and experience advancement.
Step level increases for degree advancement as well as years of experience will continue to be the base salary component for all certified staff. The salary schedule will continue to include the degree advancement levels of Masters, Masters (+) 30, Ed.S, and Ph.D/Ed.D. Years of experience will remain on the salary schedule as well, with the final year of advanced compensation for experience being year 20.

Other