

## Hancock County Schools 2019-20 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	
<b>Description</b>	<p>Updated June 2020: Due to COVID-19 school closures and no evaluation or testing data for 2019-20, the district has elected to use 2018-19 data to award performance incentives included in the 2019-20 plan.</p> <p>The district will incorporate a performance bonus that uses the overall level of effectiveness to reward teachers for exceptional performance.</p>
<b>Eligibility Criteria</b>	<p><b>Eligible Teachers:</b> Tested teachers; Non-tested teachers</p> <p><b>Eligibility Criteria:</b> Level of overall effectiveness (LOE)</p> <p>Pay will be given as a one-time bonus for teachers who receive a composite score of 5 on team evaluation shall receive \$400.00 and teachers who receive a composite score of 4 will receive \$300.00.</p>
<b>Compensation Type and Size</b>	<p>5 composite score \$400.00</p> <p>4 Composite score \$300.00</p>
<b>Reach</b>	106
<b>Estimated Cost</b>	\$34,076.40
Alternative Salary Schedule	
<b>Is the district implementing an alternative salary schedule?</b> No	
Education*	
Increased on our regular salary schedule. Degrees considered include BA, MA, MA+30, ES, and DR.	
Other	
High School and Elementary Principals/assistant principals: They will receive this incentive based on growth scores, ACT scores and improving the average daily attendance. (1) CTE \$2,000.00 implementation of new CTE programs, Principals \$2,000.00 each and Assistant Principals \$1500.00 each based on 2019-2020 scores.	

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