

Scott 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	
Description	<p>Updated May 2020: Due to COVID-19 school closures and no evaluation or testing data for 2019-20, the district has elected to provide doubled bonuses based on 2020-21 performance data. The district sets aside \$25,000 for performance data each year and has elected to provide a doubled bonus, \$50,000, in the school year 2020-2021 performance data.</p> <p>Performance Matrix Plan</p> <ol style="list-style-type: none"> \$25,000.00 of funding set aside for teacher performance pay. All "tested" teachers (teachers with a growth score are eligible) as well as Kindergarten teachers. 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. The amount will be determined by dividing the number of participating teachers into \$25,000.00. There are two options to become eligible to participate in the Performance Pay Matrix: <ol style="list-style-type: none"> Individual Growth Score Achievement Performance
Eligibility Criteria	<p>Eligible Teachers: Tested teachers</p> <p>Eligibility Criteria: Level of overall effectiveness (LOE); Individual TVAAS or Portfolio Growth Score; Achievement Measure</p> <p>Eligibility Requirements to participate in Performance Matrix</p> <ol style="list-style-type: none"> Must be a certified, "tested" teacher (Tested = Teacher that receives a growth score) Teachers who possess a growth score must obtain a level 4 or 5 individual one year growth score to be eligible . (The following is for teachers of grades 3-12, K-2 teachers will be addressed in item 4 & 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 occurred.

4. Second grade teachers are eligible if the teacher has achievement of level 3 **or** level 4 **or** are at or above state average for each of the tested subjects.
5. Pre-K and Kindergarten Teachers are eligible through Portfolio scores of a level 4 or 5.

Compensation Type and Size	Performance Matrix Sample: <ul style="list-style-type: none"> • 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.
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Reach	75
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Estimated Cost	\$25,000
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Alternative Salary Schedule

Is the district implementing an alternative salary schedule? No

Education*

Educators are compensated for advanced degrees. Advanced degrees include: Master's, Master's +30, Ed.S., Ed.D., and Ph.D.

Other

N/A

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