

WHITE COUNTY--930					
2017-18 Differentiated Pay Plan					
Differentiated Element	Description	Eligibility Criteria	Compensation Type and Size	Reach	Estimated Cost
	Describe how the district will differentiate for this element.	What is the eligibility criteria for receiving the award (such as minimum attendance or evaluation score)?	Will the compensation be given as a bonus or a base pay increase? How much will qualifying teachers receive?	Eligibility: How many teachers are eligible for this type of compensation?	How much does the district estimate it will pay out for this differentiated pay element?
Hard-to-Staff (School, Subject, or Placement)					
Performance	The district will continue to offer a traditional salary schedule (step/lane schedule that uses years of experience and education level to determine educator's increases in base pay) and will offer a bonus to each educator if the district TVAAS composite score is 3 or greater. The compensation will be given as a bonus. • TVAAS District-level composite 3 = \$300 • TVAAS District-level composite 4 = \$400 • TVAAS District-level composite 5 = \$500	Tested teachers  Non-tested teachers  Portfolio teachers  District Level TVAAS	Maximum \$149,000	306	\$153,000

	The compensation will be available to all educators and administrators. The maximum number to receive the award would be 298.				
<b>Additional Instructional Roles or Responsibilities</b>					
<b><i>Education*</i></b>	There are separate and higher pay schedules for educators with advanced degrees.				
<b>Other</b>					

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