

CAMPBELL COUNTY--070					
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					
Additional Instructional Roles or Responsibilities	The district will offer bonus pay (stipend) for the following additional roles and/or responsibilities: Teacher Leader/PLC Facilitators to support and mentor first year teachers, facilitator/support the collaboration of teacher school team structures to improve classroom instruction and student learning/achievement, monitor the use of data	Level of Overall Effectiveness (LOE) Individual TVAAS Certified in content/grade area Years of experience Advanced degrees The number of eligible teachers will be approximately 24 teachers	The compensation will be given as a bonus/stipend. The hourly rate will be \$25.00 per hour for a maximum of \$2500.00 per year.	24	\$60,000

	and assessments. Highly effective teachers (Level 4 or 5) will be selected for the Teacher Leader/PLC Facilitator roles to lead, facilitate, and mentor in the schools.	(math/reading per school) including elementary, middle, and high schools. Forecasted participation: All 12 district schools will share a Teacher Leader/PLC Facilitator.			
Education*	The district compensates teachers for earning advance degrees by step increases for each year of experience and degree type earned as shown in the attached 2017-2018 salary schedule.				
Other					

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