

| PICKETT COUNTY--690 | | | | | |
|---|---|--|---|--|--|
| 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) | The district will offer a bonus in the hard to staff areas of secondary Math, Foreign Languages and other areas that will be determined as the need arises. Teachers will be paid \$1,000 at the end of the end upon completion of the class will a satisfactory evaluation and must be in attendance 95% of the time to qualify. | Attendance minimum (i.e. miss no more than 12 days) Evaluation score of at least a 3 or more. | Bonus \$1,000 | 2 | \$2,000 |
| Performance | | | | | |
| Additional Instructional Roles or Responsibilities | Interventionist for Pickett County K-8 to help build capacity and increase student growth. | Level of Overall Effectiveness (LOE) Individual TVAAS Certified in content/grade area | \$1,000 | 1 | \$1,000 |
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|-------------------|---|--|--|--|--|
| | | Attendance minimum (i.e. miss no more than 12 days) Years of experience Has the ability to work with others and can make a difference. | | | |
| Education* | Additional pay according to the number of years experience. | | | | |
| Other | | | | | |

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