

MARSHALL COUNTY--590					
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 system will reimburse up to \$3,000 per fiscal year to any certified personnel currently employed by the system to obtain an add-on endorsement in a hard to staff subject (currently 7-12 math, 7-12 science, foreign language, special education, ELL, guidance and speech pathology). The employee will sign an agreement to reimburse the Board a certain percentage if they leave after the reimbursement in the next 4 years.		Bonus Up to \$3,000 based on proof of tuition paid and completion of course	2	\$7,004
Performance					

Additional Instructional Roles or Responsibilities	<p>1) A stipend will be give to "lead teachers" for each 9-12 school for each of the following areas: math (all 3 high schools), English (all 3 high schools), social studies (MCHS only) and science (MCHS only). These teachers will lead PLCs and coordinate professional development opportunities for teachers in the particular area.</p> <p>2) Teams of teachers will be created to prepare common assessments for ELA and math for grades 3-11. Each team will be comprised of 2-3 teachers for each grade/subject.</p> <p>3) Teacher leaders will be selected. These individuals will work with integrating technology into the classrooms and work with pre-k and</p>	<p>Level of Overall Effectiveness (LOE)</p> <p>Certified in content/grade area</p> <p>All teachers selected for these additional roles will have effect scores of 3,4,or 5.</p>	<p>1) The lead teacher stipend will be \$500 each.</p> <p>2) Each team member will receive \$250 per day for 2 days.</p> <p>3) The teacher leaders will receive approximately \$1,500 each.</p>	63	\$52,529

	kindergarten teachers in the development of portfolios.				
Education*	There is additional pay on the teacher salary schedule for advanced degrees.				
Other					

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