

BENTON COUNTY--030					
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)	Big Sandy High School has a high teacher turnover rate, a high percentage of low income students, and a significant population of Below Basic/Basic students. These conditions have created a part-time chemistry position that has become difficult to fill.	Certified in content/grade area Years of experience Additional compensation is being given to a teacher in another position to fill the part-time chemistry need. This person is certified in chemistry and has over 22 years of experience teaching it.	Bonus \$ 3,300	1	\$3,300
Performance					

Additional Instructional Roles or Responsibilities	Instructional Leaders will chair grade level and PLC meetings. Strategic Plan-Data Team Chair	Level of Overall Effectiveness (LOE) Individual TVAAS Certified in content/grade area Attendance minimum (i.e. miss no more than 12 days) Years of experience District Leadership team will determine positions based on criteria above.	\$ 400 - \$ 1,000 per year	38	\$36,000
Education*	Educators receive a step increase for the following advanced degrees: 1. Masters 2. Masters plus 30 3. EDS 4. Doctorate				
Other					

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