

Madison County- 570					
2017-18 Differentiated Pay Plan					
Differentiated Element	Description of Performance Bonus Component	Compensation Type and Size	Eligibility	Estimated Cost	Estimated Salary Expenditures
	<p>Is your district implementing a performance based bonus for the 2017-2018 school year?</p> <p>Yes</p>	<p>Will the compensation be given as a bonus or a base pay increase?</p> <p>How much will qualifying teachers receive?</p>	<p>Which teachers are eligible for this component?</p> <p>Which performance criteria are required to receive this bonus component?</p>	<p>What is the amount of compensation per performance criteria?</p>	<p>What percentage of salary expenditures (excluding benefit costs) does this element cover?</p>
Performance	<p>Teacher and administrator performance will be evaluated and pay will be differentiated based on the Level of Effectiveness according to the TEAM Evaluation Model. In order to receive a bonus, a teacher or administrator must meet the following criteria:</p> <p>TEAM Educator Effectiveness Score of four (4); or</p> <p>TEAM Educator Effectiveness Score of five (5).</p>	<p>Compensation will be given in the form of a bonus. Teachers and administrators earning a TEAM Educator Effectiveness Score of four (4) or five (5) will receive a bonus that is divided proportionally amongst them.</p> <p>Additionally, in order to receive this bonus a teacher or administrator must be employed with the district at the time of payment.</p>	<p>Tested Teachers Non-tested teachers Portfolio Teachers</p> <p>Level of Overall Effectiveness (LOE)</p>	<p>Teachers and Administrators who score a five (5) will receive an equal portion of 55% (220,000) and those who score a four (4) will receive an equal portion of 45% (180,000) of the total \$400,000 Differentiated Pay Plan set aside. This includes FICA and Retirement.</p>	<p>100%</p>

<p>Education*</p> <p>Describe how educators are compensated for earning advanced degrees in your district.</p>	<p>Master's Degree</p> <p>The hours earned while obtaining two Master's Degrees or adding an additional endorsement do not qualify as additional graduate semester hours above a Master's Degree.</p> <p>*Ten (10) additional graduate semester hours above a Master's Degree (Employee must be working toward an Ed.S, Ed.D., or Ph.D.)</p> <p>*Twenty (20) additional graduate semester hours above a Master's Degree (Employee must be working toward an Ed.S, Ed.D., or Ph.D.)</p> <p>*Thirty (30) additional graduate semester hours above a Master's Degree (Employee must be working toward an Ed.S, Ed.D., or Ph.D.)</p> <p>Education Specialist Degree</p> <p>Doctorate Degree</p> <p>Graduate degree course work must be aimed primarily at public education or be functionally related to the endorsement(s) on an educator's license.</p>
<p>Experience*</p>	<p>Our salary schedule will include annual increases for experience up to 15 years.</p>

*Education and experience are not differentiated pay elements and do not count toward the mandated criteria.