

## ANSON COUNTY DIFFERENTIATED PAY 2014 - 2015 PLAN PROPOSAL

	Elementary/Middle Proficiency Composite Award (School-Wide)	High School Proficiency Composite Awards (School-Wide)	ACT/Work Keys (School-Wide)	Graduation Rate (School-Wide)	EVAAS -Met Growth (School-Wide)	Leadership Roles	Maximum Possible
Teachers 9-12		\$ 1,000.00	\$ 1,000.00	\$ 1,000.00	\$ 2,500.00	\$ 2,000.00	\$ 7,500.00
CTE		\$ 1,000.00	\$ 1,000.00	\$ 1,000.00	\$ 2,500.00	\$ 2,000.00	\$ 7,500.00
Teachers 7-8	\$ 3,000.00				\$ 2,500.00	\$ 2,000.00	\$ 7,500.00
K-6	\$ 3,000.00				\$ 2,500.00	\$ 2,000.00	\$ 7,500.00
Criteria	Proficient Composition 2015-2016 60% 2016-2017 70% 2017-2018 80% <b>OR</b> *30% increase	Proficient Composition 2015-2016 60% 2016-2017 70% 2017-2018 80% <b>OR</b> *30% increase	ACT/Work Keys 2015-2016 60% 2016-2017 70% 2017-2018 80% <b>OR</b> *30% increase	2015-2016 92% - 94.7% 2016-2017 95% - 97.7% 2017-2018 98% - 100% <b>OR</b> 5 point increase	Annual Value-Add (EVAAS estimate - Exceeded Growth) by teacher \$1000 for teaching in the blue	SIT Lead - \$750 Lead Mentor - \$750 Mentor - \$500 < 4 absences per year of student attendance days \$500	

Recruitment Bonuses	Passing Pearson Test Prior to Hire Date	High Needs School <b>OR</b> has not made growth for 3 consecutive years	Annual Value-Added EVAAS Exceeds Growth	NBCT <b>OR</b> Master's Degree in Education	High Need Areas - Science, Math, EC, CTE	Maximum Possible
New Teacher (In- & Out-of- State)	\$ 500.00	\$2000 per year for 3 years			\$ 2,500.00	\$ 9,000.00
Out-of-State	\$ 500.00	\$2000 per year for 3 years		\$ 1,000.00	\$ 2,500.00	\$ 10,000.00
In-State		\$2000 per year for 3 years	\$ 1,500.00	\$ 1,000.00	\$ 2,500.00	\$ 10,000.00
Transfer within County to a High Needs School		\$2000 per year for 3 years	\$ 1,500.00	\$ 1,000.00	\$ 2,500.00	\$ 10,000.00

Implementation is contingent upon state funding. To receive differentiated pay the teacher must be employed on November 1 (unless retired) of the following year.

\* For example, proficiency score of 30 x 30% increase is 9 for a total of 39%.