

**Columbus County Schools
2014-2015 Differentiated Pay Plan Proposal**

Performance Awards	Schoolwide Proficiency Composite Award	Schoolwide Career & College Ready Award	Graduation Rate	Teacher Value-Added Level	Teacher Leadership Roles	Yearly Maximum Amount Possible
K-5 Teachers	\$3,000			\$2,500	\$2,500	\$8,000
6-8 Teachers	\$3,000			\$2,500	\$2,500	\$8,000
9-12 Teachers	\$1,000	\$1,000	\$1,000	\$2,500	\$2,500	\$8,000

Recruitment Bonuses	Passing Test Scores	High Needs School Assignment	Teacher Value-Added Level	NBCT	Master Degree in Educational Field	High Needs Subject Areas	Maximum Amount Possible
First Year Teachers (In- or Out-of-State)	\$500	\$6,000 (\$2,000 per year for 3 years)			\$1,000	\$2,500	\$10,000
Out-of-State Teachers	\$500	\$6,000 (\$2,000 per year for 3 years)		\$1,000	\$1,000	\$2,500	\$11,000
In-State Teachers		\$6,000 (\$2,000 per year for 3 years)	\$1,500	\$1,000	\$1,000	\$2,500	\$12,000
Transfers within Columbus County School District		\$6,000 (\$2,000 per year for 3 years)	\$1,500	\$1,000	\$1,000	\$2,500	\$12,000

See attachment for explanations of awards/bonus requirements.

Implementation of this plan is contingent upon state funding.

To receive differentiated pay on scale above, the teacher must be employed on November 1 of the following school year.

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Performance Awards

- **Schoolwide Proficiency Composite Award**
 - Schoolwide Proficiency Composite
 - 2015-2016 = 60% or greater
 - 2016-2017 = 70% or greater
 - 2017-2018 = 80% or greater
- **OR**
- 20% increase in composite score from previous year
- **Schoolwide Career & College Ready Award (High Schools Only)**
 - School proficiency composite for ACT & WorkKeys meets yearly benchmarks.
- **Graduation Rate (High Schools Only)**
 - School graduation rate meets yearly benchmark.
- **Teacher Value-Added Level**
 - As indicated in EVAAS, teacher exceeds expected growth for previous year's testing.
- **Teacher Leadership Roles**
 - Teacher has less than 5 absences per year.
- **AND**
- Teacher holds a designated instructional leadership position within the school.

Recruitment Bonuses

- **Passing Test Scores**
 - Teachers will have passed all Praxis or Pearson tests required for licensure in the assigned teaching area prior to hire date.
- **High Needs School Assignment**
 - Teacher employed in a school that is in the bottom 20% of the district for the most recent year or has not met growth expectations for three consecutive years.
- **Teacher Value-Added Level**
 - As indicated in EVAAS, teacher exceeds expected growth for previous year's testing.
- **NBCT**
 - Teacher holds National Board certification
- **Master Degree in Educational Field**
 - Teacher holds Master or higher degree in education
- **High Needs Subject Areas**
 - Teacher employed in high needs subject areas of Mathematics, Science, Special Education, Technology

Employees Eligible for Differentiated Pay

- **Classroom Teachers** --A teacher who spends at least seventy percent (70%) of his/her work time in classroom instruction and is not employed as instructional support personnel.
- **Instructional Coach** – An instructional coach, as classified by DPI, in a Title I school, as identified under ESEA of 1965, Part A, as amended.