

Approved this 12th day of January 2015

Differentiated Pay Levels		Instructional Staff	
		Classroom Teacher	Instructional Coach
HCPS DPP 2015 - 2016	Level 1 – Hard-to-staff Subject Areas [Mathematics, Science, Exceptional Children, English as Second Language]	5.0% of Base Salary [\$1,650 - \$2,500]	
	Level 2 – Grade-Level Performance Teacher Observations plus EVAAS Grade-Level/Subject Composite \geq 1.0 Mean NCE Gain (one composite each for Grade K through 5) (one composite each for Grade 6, 7, and 8) (one composite each for HS subject area)	\$2,000	\$1,000
	Level 3 – Teacher-Level Performance Teacher Observations plus EVAAS Teacher Composite: Level A: \geq 1.0 Teacher Growth Index Level B: \geq 2.0 Teacher Growth Index Level C: \geq 3.0 Teacher Growth Index Level D: \geq 4.0 Teacher Growth Index	\$1,000 \$2,000 \$3,500 \$5,000	
	Additional Bonus - Leadership Paid to effective teachers in selected leadership roles as defined by...[SIT Chair, Lead Local PD, BT Mentor]	\$2,000	\$2,000
	Maximum Potential Payout Per Employee	\$9,000 + 5.0%	\$3,000


 Chairman, Henderson County Board of Education


 Superintendent, Henderson County Public Schools