

# Yancey County Schools Legislatively Required Differentiated Pay Plan for Highly Effective Teachers

(Board Approved 01/05/2015)

## Attract, Retain, Develop Highly Effective Staff

| AREA  | Amount                     | Criteria   |  |
|---|----------------------------|--|--|
| Certified Staff Attendance                    | \$500.00                   | No more than 4 absences per semester               |  |
| Advanced Degree Completion                    | \$ 1000.00                 |  |  |
| Multiple Core Certifications (Includes EC)    | \$250.00 Per Certification |  |  |
| Instructional Trainer/Instructional Coach     | \$500.00                   | Based on number of sessions and participants       |  |
| TOY Nomination (Based on Criteria not School) | \$500.00                   | Not School Based. Based on teacher effectiveness.  |  |
| TOY   | \$1000.00                  |  |  |
| Summer Professional Development               | \$150.00 per day           | Aligned with District and School Improvement Plans |  |
| Additional Leadership Duties                  | \$500.00                   | Must be approved by the Superintendent             |  |
| District Graduation Rate of 95% or Higher     | \$100.00                   |  |  |
|   |                            |  |  |

## Highly Effective Staff

Section 8.41(b)(2) Proposals shall limit eligibility for differentiated pay to the following employees of local boards of education:

- a. Classroom Teachers. –An eligible classroom teacher is a teacher who is employed as a teacher who spends at least seventy percent (70%) of his or her work time in classroom instruction and is not employed as instructional support staff personnel.
- b. Instruction coach, as classified by the Department of Public Instruction, in a Title I school, as identified under Part A of Title I of the Elementary and Secondary Education Act of 1965, as amended.

Given the eligibility requirement provided by the Legislation, to be eligible, an employee must account for a minimum of 70% of his or her work time in the EVAAS Roster Verification Process. If the school where the employee works and/or the employee, as an individual, receives the status of “Highly Effective” they are eligible. These include the following:

- Classroom Teachers
- AIG Teachers
- Exceptional Children Teachers
- ESL Teachers
- Speech Language Therapists
- Media Coordinators
- Instructional Coaches
- Technology Facilitators (Certified)

| Years in YCS | School Highly Effective |  | Years in YCS | Individual Highly Effective | Global Educator Digital Badge (Additional 10% of Individual) |
|--------------|-------------------------|--|--------------|-----------------------------|--|
| 0-9          | \$500.00                |  | 0-9          | \$500.00                    | \$50.00  |
| 10-19        | \$1000.00               |  | 10-19        | \$1000.00                   | \$100.00   |
| 20+          | \$1500.00               |  | 20+          | \$1500.00                   | \$150.00   |