

2015-16 Differentiated Pay Plan Submission Template: Humboldt City Schools – June 2015

**I. Description of Differentiated Elements (Required Section)\***

Directions: For each element of the district's differentiated pay plan, use the table below to provide a description of how the district will differentiate pay. The plan must include **at least one** of the elements listed below in the left-hand column, **in addition to education and experience**. As a reminder, **education and experience do not qualify as a type of differentiated pay. They are collected in the table below for contextual information.**

Many plans may include a combination of several elements; therefore, please add rows or repeat differentiated elements as needed. For example, the plan may include two different types of additional instructional roles. Also, please feel free to delete from the table or leave blank any differentiated elements that will not be used in your plan. See the Supplemental documents tab on the [website](#) to view a sample table that contains an example of each type of differentiated element.

Differentiated Element	Description	Compensation Type and Size	Reach	Estimated Cost	Estimated Salary Expenditures
	<p><i>Describe how the district will differentiate for this element.</i></p> <p><i>Include the criteria for receiving the award.</i></p>	<p><i>Will the compensation be given as a bonus or a base pay increase?</i></p> <p><i>How much will qualifying teachers receive?</i></p>	<p><i>Eligibility: How many teachers are eligible for this type of compensation?</i></p> <p><i>Forecasted participation: How many teachers do you estimate will receive the award?</i></p>	<p><i>How much does the district estimate it will pay out for this differentiated pay element?</i></p>	<p><i>What percentage of salary expenditures (excluding benefit costs) does this element cover?</i></p>
Hard-to-Staff (School, Subject, or Placement)	NA	NA	NA	NA	NA
Performance	<p>1. Teachers who receive a teacher-effect composite score of 5 or 4.</p> <p>2. Teachers who receive an individual teacher-effect score of 5.</p> <p>The district will incorporate a one-time performance bonus that uses TEAM evaluation criteria to determine the amount awarded to each teacher.</p>	<p>One Time Bonus</p> <p>1. Teacher-Effect Composite Score Score of 5 = \$375 Score of 4 = \$150</p> <p>2. Individual Teacher-Effect Score Score of 5 = \$250</p>	<p>1. All teachers are eligible to receive compensation.</p> <p>2. Teachers who teach in a TCAP or EOC tested classroom.</p> <p>A copy of the complete eligibility rules is attached.</p> <p>60-70 teachers may be eligible.</p>	<p>The district anticipates the total cost to be \$26,492 based on TDOE allocation.</p>	<p>One Time Bonus</p> <p>This award makes up less than 1% of the district's annual salary costs.</p>

<b>Additional Instructional Roles or Responsibilities</b>	NA	NA	NA	NA	NA
<b>Education</b>	The district will include all degrees for eligible performance compensation.	One Time Bonus	The district had 59 of its teachers qualify for the performance bonus.  We anticipate based on previous data that approximately 60-70 teachers will qualify for the performance stipends each year.	This estimated total cost of this element is \$25,000-35,000 per year.	One Time Bonus This award makes up less than 1% of the district's annual salary costs.
<b>Experience</b>	The district will continue to include step increases for each year of experience. The attached salary schedule contains proposed amounts.	Each teacher will earn a yearly step increase for years of experience up to 25 years.	All teachers are eligible.	The average step increase in the district is approximately \$350 per year.	This experience payment makes up approximately 3% of the district expenditures on salary.
<b>Other</b>	NA	NA	NA	NA	NA

### Differentiated Pay Plan

#### Teacher-Effect Composite Score:

- Teachers who receive a composite score of 5 on the TEAM evaluation will receive \$375.
- Teachers who receive a composite score of 4 on the TEAM evaluation will receive \$150.

#### Individual Teacher-Effect Score:

- Teachers who receive an individual score of 5 on the TEAM evaluation will receive \$250.

Due to the accountability timeline, all payouts will be in the following year, as long as you are still employed with Humboldt City School System. Payments will be subject to all applicable state and local deductions.

#### Eligibility Guideline Requirements:

- Bonuses are not insured to occur every year and are contingent upon program funding.
- Employees hired as of or prior to June 30, 2015, or be an employee hired on or after July 1, 2015 to receive bonus pay.
- Employees must be employed in a position within 20 calendar days of the 1<sup>st</sup> day of school to be eligible for a bonus award for that school year.
- Employees must be in attendance 95% of days identified as the "instructional school year". This means that the employee cannot be absent for more than **95 percent of days identified as the instructional school year**. The following types of leave will be held harmless (not count as days absent) and match the Board's current policies and term definitions: *employees who have been called to military leave, jury duty, FMLA, or off-campus duties approved by the district will be held harmless.*
- Employees must be continuously employed in an eligible position through the last day of school and at the time of payout unless the individual retires. Retirees will receive full payment.
- Employees who have contracts that are non-renewed are ineligible to receive bonuses.
- Employees must have credentials for the position in which they function.
- Employees must be in "good standing". Good standing means that all paperwork/certifications are up-to-date.
- For applicable employees, it is required that employees review instructional-linkage and assignment-verification information for accuracy. Applicable employees are responsible for claiming their students' individual scores.

- Employees who transfer from one eligible position to another eligible position will receive a bonus based on the position he or she held the greatest percentage of the school year.
  - a. *For example: From the first day of school an employee teaches seventh-grade math. On February 5, the employee transfers to a principal position on the same campus. Both assignments are bonus eligible; however, the eligibility requirements for the two positions differ. In this case, the greater percentage of the "school year" was spent as a seventh-grade, TCAP tested teacher with Value-Added.*
- There will be no bonuses for employees who transfer from a bonus eligible position to a non-eligible position.
  - a. *For example: A Principal who transfers to Central Office. Central Office staff is not eligible due to grant funding requirements and not able to earn a bonus.*
- The bonus for employees who work on multiple campuses in the same participation category will be determined on the basis of the percentage of time in which they function at each campus.
  - a. *For example: If a 6<sup>th</sup> Grade Math Teacher is at Campus A  $\frac{3}{4}$  of the day and Campus B for  $\frac{1}{4}$  of the day, their school level bonus will be based  $\frac{3}{4}$  on Campus A's results and  $\frac{1}{4}$  on Campus B's results.*
- Employees must be supervised and evaluated by the Principal or his/her designee of the campus where they are serving students. Principals will be evaluated by the Superintendent.