

CAMPBELL COUNTY SCHOOLS

2015-16 Differentiated Pay Plan

Differentiated Element	Description	Compensation Type and Size	Reach	Estimated Cost	Estimated Salary Expenditures
CAMPBELL COUNTY SCHOOLS	<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)					
Performance	<p><i>School incentive bonus for achieving School Wide TVAAS of a school Level 4 or school Level 5 overall.</i></p> <p><i>School administrator can earn a bonus based on School Wide TVAAS of a Level 4 or Level 5 overall.</i></p>	<p><i>School Incentive Bonus of \$2,000.00 will be given to schools that achieve an overall School Wide TVAAS of Level 4 or Level 5.</i></p> <p><i>12 Schools can qualify for School Incentive Bonus. School Administrator Bonus of \$ 750.00 can be earned by the principal of the school that achieves a School Wide TVAAS of Level 4 or Level 5.</i></p>	<p><i>12 schools will be eligible for the School Incentive Bonus compensation.</i></p> <p><i>13 school principals will be eligible for the School Administrators Bonus compensation.</i></p> <p><i>Forecasted participation: All 12 schools and 13 principals will receive the award.</i></p>	<p><i>The estimated pay out cost for the School Incentive Bonus will be \$24,000.00.</i></p> <p><i>The estimated pay out cost for the School Administrator Bonus will be \$11,380.00, including benefits.</i></p>	<p>0.02%</p>

Additional Instructional Roles or Responsibilities	The district will offer bonus pay (stipend) for the following additional roles and/or responsibilities: Teacher Leader/PLC Facilitators to support and mentor first year teachers, facilitator/support the collaboration of teacher school team structures to improve classroom instruction and student learning/achievement, monitor the use of data and assessments. Highly effective teachers (Level 4 or 5) will be selected for the Teacher Leader/PLC Facilitator roles to lead, facilitate, and mentor in the schools.	The compensation will be given as a bonus/stipend. The hourly rate will be \$25.00 per hour for a maximum of \$1500.00 per year.	The number of eligible teachers will be approximately 12 teachers including elementary, middle, and high schools. Forecasted participation: All 12 district schools will select a Teacher Leader/PLC Facilitator.	The estimated cost for 12 teachers will be \$ 21,005.00 including benefit.	0.04%
Education	The district will include Bachelor's, Master's, Master's plus 45, Educational Specialists and Doctoral degrees for eligible base pay compensation as shown in the attached proposed 2015-2016 salary schedule.	The compensation will be base pay and qualifying teachers will receive the amount specific to degree level.	All teachers will be eligible for this compensation based on the specified degree criteria.	No additional cost to pay plan.	
Experience	The district will continue to provide step increases for each year of experience as shown in the attached 2015-2016 salary schedule.	Each teacher will earn a yearly step increase for years of experience.	All teachers are eligible.	No additional cost to pay plan.	
Other	The district will offer a teacher attendance bonus.	The compensation will be for any unused sick days for the 2015-2016 school year up to 10 days paid at a rate of	All certified teachers are eligible for this compensation and only sick days accumulated during the	The estimated maximum cost of this bonus will be \$182,103.00.	0.01%

		<i>\$50.00 per day for a maximum bonus pay out of \$500.00.</i>	<i>2015-2016 school year will count toward bonus and will be paid at the end of the school year.</i>	<i>The district expects to fund this cost by the realignment of certified teacher substitute budget line.</i>	
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