

2015-16 Differentiated Pay Plan Submission

I. Description of Differentiated Elements (Required Section)*

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)					
Performance	<p><i>The district will continue to offer a traditional salary schedule (step/lane schedule that uses years of experience and education level to determine educator's increases in base pay) and will offer a bonus to each educator if the district TVAAS composite score is 3 or greater.</i></p>	<p><i>The compensation will be given as a bonus.</i></p> <ul style="list-style-type: none"> • TVAAS District-level composite 3 = \$300 • TVAAS District-level composite 4 = 400 • TVAAS District-level composite 5 = \$500 	<p><i>The compensation will be available to all educators and administrators.</i></p> <p><i>The maximum number to receive the award would be 325.</i></p>	<p><i>The estimated total is \$162,500.</i></p>	<p><i>This total makes up .02% of the district's salary costs.</i></p>
Additional Instructional Roles or Responsibilities	<p><i>The district will authorize teachers with level 3, 4, and 5 effectiveness scores to accept the following roles and responsibilities:</i></p> <ul style="list-style-type: none"> • Before/after-school tutoring 	<p><i>The compensation will be given as a stipend.</i></p>	<p><i>Currently 82% of the 325 teachers would be eligible for additional roles and responsibilities.</i></p>	<p><i>The estimated total is \$50,000</i></p>	<p><i>This total makes up .000429% of the district's salary costs.</i></p>

	<ul style="list-style-type: none"> • <i>Before/after-school credit recovery</i> • <i>Facilitate differentiated professional learning sessions</i> • <i>Facilitate summer bridge program for rising ninth grade students</i> • <i>Serve as instructors for summer STEM camp, writing camp, art & music camp</i> 				
Education					
Experience					
Other					