



2015-16 Jackson Madison Differentiated Pay Plan

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)	JMCSS will offer a bonus in the hard-to-staff area of secondary Math to all current and newly hired fully endorsed high school math teachers.	The award will be given as a bonus between the months of September and October.	This award will be available to existing and new teachers who are fully certified with secondary math endorsement codes 013 or 413, and are teaching high school math for two or more blocks per semester.	<p>The estimated total is approximately \$78,766, including benefits.</p> <p>Bonuses: \$67,500 (45 @ \$1,500)</p> <p>FICA: \$5, 164</p> <p>Retirement: \$6,102</p> <p>Total: \$78,766</p>	0.12%
Performance	Teacher and administrator performance will be evaluated, and pay will be differentiated, based on the TEAM Evaluation Model. In order to receive a bonus, a teacher or administrator must meet the following criteria: TEAM Educator Effectiveness Score of four (4); or TEAM Educator Effectiveness Score of five (5).	Compensation will be given in the form of a bonus. Teachers and administrators earning a TEAM Educator Effectiveness Score of four (4) or five (5) will receive a bonus that is divided proportionally amongst them.	<p>All teachers and administrators are eligible to receive the bonus if they meet the qualifying criteria.</p> <p>Based on evaluation data from the previous school year, we estimate that 568 teachers and administrators will qualify for a bonus, as follows: Educator Effectiveness Score 4 (313)- \$375.00 (\$117, 375)</p>	<p>We estimate that these bonuses will total \$321,234, including benefits.</p> <p>Bonuses: \$275,475</p> <p>FICA: \$21,074</p> <p>Retirement: \$24,685</p> <p>Total: \$321,234</p>	0.50%

			<p><i>Educator Effectiveness Score 5 (255)- \$620 (\$158,100)</i></p> <p><i>The number of staff who qualify is an estimate based on 2013-2014 evaluation data. The bonus amount may be adjusted up or down in order to ensure the total allocation for differentiated pay does not exceed the total amount budgeted.</i></p>		
Additional Instructional Roles or Responsibilities					
<i>Education</i>	<p><i>Our salary schedule will include steps for the following levels of education: Bachelor's, Bachelor's +10, Bachelor's +20, Master's, Master's +10, Master's +20, Master's +30, Ed.S., and Ed.D./Ph.D.</i></p>				
<i>Experience</i>	<p><i>Our salary schedule will include annual increases for experience up to 15 years.</i></p>				
Other					