

2015-16 Unicoi County 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>
Additional Instructional Roles or Responsibilities	<ol style="list-style-type: none"> Unicoi County will provide summer school extended learning time for students who are not attaining growth on benchmarks and achievement tests in English Language Arts, Writing and Math for grades K-8. Students in grade 9-12 will be provided extended learning time to improve achievement and performance on ACT and for being at risk of failing core academic subjects. Unicoi County will further provide implementation of Professional Development for staff 	<ol style="list-style-type: none"> The pay will be given yearly in the form of \$2,000.00 stipend for extended learning. The pay will be given yearly in the form of \$100.00 per day for a maximum of 20 days. 	<ol style="list-style-type: none"> Any teacher who receives a 3, 4, or 5 on their evaluation would be eligible to apply for the position. The leadership team will then screen for additional qualities. 	<p>The estimated cost for extended learning will be \$50,000.00</p> <p>The estimated cost for professional development will be \$10,000.00</p>	<p>This will comprise about 1.3% of district salary expenditures.</p>

	<p><i>in the creation of teacher leadership roles.</i></p> <p><i>Highly effective teachers with an overall composite score of 3, 4, or 5 and recommended by their principal, will receive a stipend to provide extended learning time for student's K-12 and lead professional development training for the district.</i></p>				
Education	<p><i>Unicoi County will continue to include Bachelor's, Bachelor's plus Master's, Master's plus EDS, and Doctorate degrees for eligible base pay compensation for 2015-2016 as shown in the attached salary schedule.</i></p>	<p><i>Attached salary schedule show the increase for each advance step in degree.</i></p>	<p><i>All teachers are eligible based on degree attainment.</i></p>	<p><i>The average increase for degree attainment is \$1,485.00 for an estimated cost of \$304,425.00.</i></p>	<p><i>This will comprise about 5% of district salary expenditures.</i></p>
Experience	<p><i>Unicoi County will continue to award step increases for 2015-2016 for each year of experience beginning with year one (1) through year twenty (20) and then at year twenty-five (25).</i></p>	<p><i>Each teacher will earn a yearly step increase for years of experience.</i></p>	<p><i>All teachers are eligible.</i></p>	<p><i>The average step increase is \$519.00 at an estimated cost of \$106,395.00</i></p>	<p><i>This experience payment makes up 2% of districts expenditures on salary.</i></p>