



## 2015-16 Scott 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>
Hard-to-Staff (School, Subject, or Placement)	NA	NA	NA	NA	NA
Performance	<p><i>The district is implementing a performance pay system where all “tested” teachers may participate and obtain additional pay for either achievement or growth performance. A full description of participation requirements are attached in addendum.</i></p>	<p><i>The compensation will be in the form of bonus or one time pay. Each participating teacher (eligibility listed in addendum) will receive the same performance pay amount, the amount will depend upon the number of teachers qualifying for the funds.</i></p>	<p><i>There are approximately 123 teachers that may participate.</i></p> <p><i>It is estimated that ~ 80 of our tested teachers will have the opportunity to participate in the performance pay plan.</i></p>	<p><i>The performance matrix funding amount is set at \$25,000.00.</i></p>	<p><i>The matrix amount makes up 1/4 of a percent of the overall salary expenditures.</i></p>
Additional Instructional Roles or Responsibilities	NA	NA	NA	NA	NA
Education	<p><i>The Scott County School System will continue to provide pay increases for</i></p>	<p><i>The compensation for advanced education will be</i></p>	<p><i>All teachers (258) are eligible for this compensation.</i></p>	<p><i>Approximately \$15,000.00.</i></p>	<p><i>Education increases make up less</i></p>

	<i>advanced degrees. (See attached salary schedule for amounts by degree.</i>	<i>in the form of a base pay increase.</i>  <i>Amount to receive depends upon degree obtained.</i>	<i>Participation for advanced degrees is approximately 5 per year.</i>		<i>than ¼ of a percent of total salary expenditures.</i>
<i>Experience</i>	<i>The Scott County School System will continue to provide pay increases for years of experience. (See attached salary schedule for amounts by year)</i>	<i>The compensation for years of experience will be in the form of a base pay increase.</i>  <i>Amount to receive depends upon years of service.</i>	<i>All teachers (258) are eligible for this compensation.</i>  <i>All teachers will increase each year, except for those who have obtained 20 years (+).</i>	<i>Approximately \$100,000.00 (Approximate \$400.00 pay increase per teacher)</i>	<i>Experience makes up ~ 1% of salary expenditures.</i>
<i>Other</i>					

## Scott County Schools

### 2015-16 Strategic Compensation Plan

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Scott County Schools Strategic Compensation Committee Members:

Central Office:

Bill Hall – Director of Schools

Curtis Bruce – Assistant Director of Schools

Linda Keeton – Supervisor of Instruction

Debby Sexton – Special Education Supervisor

Ryan Keeton – Director of Federal Programs

<u>School</u>	<u>Principal</u>	<u>Teacher</u>
Burchfield Elementary School	Tonja Crabtree	Lisa Danner
Fairview Elementary School	Denise Watson	Scott Cash
Huntsville Elementary School	Lisa Hamilton	Melissa Roberts
Huntsville Middle School	Lamance Bryant	Kenny Chadwell
Robbins Elementary School	Marva Robbins	Debbie Beagle
Scott High School	Melissa Rector	Michelle Carson
Winfield Elementary School	Sharon Stanley	Hope Reynolds

TEA President - Shona Boshears

School Board Member – John Thompson

The Strategic Compensation Plan for the Scott County School System is as follows:

**I. Maintain certified staff salary schedule with step level increases being paid for education and experience advancement.**

Step level increases for degree advancement as well as years of experience will continue to be the base salary component for all certified staff. The salary schedule will continue to include the degree advancement levels of Masters, Masters (+) 30, Ed.S, and Ph.D/Ed.D. Years of experience will remain on the salary schedule as well, with the final year of advanced compensation for experience being year 20.

**II. Distribution of “new” BEP funding for salary increases to provide certified and non-certified staff an equal percentage raise.**

Funding provided from the BEP for salary increases will be distributed to employees to provide an equal percentage raise based upon an average salary component for the certified staff, and an average salary component for the non-certified staff. After the determination of the amount of compensation each class of employee will receive, that amount will be placed on the salary schedule. 100% of funding (after

paying employer taxes) provided from the BEP for salary increases will be distributed using the aforementioned formula.

### III. Creation of a Performance Matrix for all “tested” Teachers

#### Performance Matrix Plan

- A. \$25,000.00 of funding set aside for teacher performance pay.
- B. All “tested” teachers (teachers with a growth score are eligible) as well as Kindergarten teachers.
- C. All participating teachers will receive the same compensation/monetary amount. The funds will be paid out as a one-time payment after final eligibility and participants are determined.
- D. The amount will be determined by dividing the number of participating teachers into \$25,000.00.
- E. There are two options to become eligible to participate in the Performance Pay Matrix, 1. Individual Growth Score, 2. Achievement Performance.

#### Eligibility Requirements to participate in Performance Matrix

1. Must be a certified, “tested” teacher (Tested = Teacher that receives a growth score)
2. Kindergarten Teachers are eligible (Growth score not available)
3. Teachers who possess a growth score must obtain a level 3, 4, or 5 composite growth score to be eligible
4. (The following is for teachers of grades 3-12, K-2 teachers will be addressed in item 5). Teachers who are tested but do not receive a composite growth score of 3, 4, or 5 may also be eligible to participate based upon achievement scores. The achievement score of all “tested” subjects the teacher instructs must score at or above the state average for each of those tested subjects. All subjects’ achievement score must meet or exceed state average for the school year the testing occurs.
5. For Kindergarten thru 2<sup>nd</sup> grade teachers, both Reading and Math final grade equivalency must be 1 month advanced from being on grade level. (Ex.) First grade...On grade level equivalency = 1.8 in order to be eligible for performance matrix, grade equivalency must be 1.9 for both Reading and Math )

#### *Performance Matrix Sample:*

*80 Teachers are eligible to participate in the Performance Matrix.*

*The value of the Matrix is set at \$25,000.00*

*\$25,000.00 divided by 80 Teachers = **\$312.50** per participating teacher in the matrix.*