



2015-16 Newport City 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)	<i>The Newport City School System will offer a signing bonus in the hard-to-staff areas of middle school science, math, and special education.</i>	<i>The award (a \$1500 signing bonus) will be given at the time an employment contract is signed by both the teacher and the school district.</i>	<i>This award will be available to new teachers to the district. The district typically hires 2 positions per year in the areas defined.</i>	<i>The estimated total for this is \$3,000 (2 teachers at \$1500 each)</i>	<i>This award makes up less than 1% of the district's annual salary cost.</i>
Performance	N/A	N/A	N/A	N/A	N/A
Additional Instructional Roles or Responsibilities	<i>The district will offer after-school, before school and summer enrichment and remedial class in the four core curriculum areas in addition to special education students.</i>	<i>The Newport City School District will compensate the employees who chose to participate in this section of the plan no later than the end of each semester or at the end of the designated course, whichever comes first. The rate of compensation will be \$18 per hour.</i>	<i>12 positions will be funded for 2015-16.</i>		<i>Salary cost.</i>
Education	<i>The Newport City School District will continue to award step increases based on the following levels of education:</i> 1. Bachelor's Degree 2. Master's Degree	<i>Advancing from one educational step to the next will be given as a salary increase.</i>	<p><i>All 64 certified employees are eligible for this award.</i></p> <p><i>All 64 certified employees will receive this award.</i></p>	<i>The estimated cost for this portion of the salary plan is \$1,250,000.</i>	<i>These payouts will form close to 48% of salary cost.</i>

	<p><i>award for staff members who attain certification as a national Certified Board teacher. Participates for this bonus shall present documentation from the national certification Board confirming they have met the criteria to become national certified.</i></p> <p><i>Bonus: A \$300 bonus will be given to all certified employees</i></p>	<p><i>added into their placement on the step and lane salary schedule approved by the local board.</i></p> <p><i>This will be a one-time bonus.</i></p>	<p><i>become National Board certified Teachers.</i></p> <p><i>Currently there are no nationally certified staff members in the district.</i></p> <p><i>All 64 certified employees of the Newport City School District are eligible.</i></p>		<p><i>\$19,500 plus benefits</i></p>
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