



## 2015-16 Dyer 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)					
Performance	<p><i>Certified Staff will receive compensation/bonus pay if the school served attains a School-Level TVAAS Evaluation Composite of 3 or higher OR maintains or improves the district percentile rank in a majority of the available goals in their grade span. Differentiated Pay guidelines are attached.</i></p>	<p><i>The compensation will be given as a bonus.</i></p> <p><i>Qualifying staff will receive \$400.00</i></p>	<p><i>All teachers (263) are eligible to receive the award.</i></p> <p><i>A copy of the complete differentiated guidelines is attached.</i></p>	<p><i>The district anticipates the total cost to be \$125,000 based on last year's evaluation data.</i></p>	<p><i>These payouts will form close to 100% percent of salary costs.</i></p>
Additional Instructional Roles or Responsibilities					
Education					
Experience					
Other					

## Differentiated Pay Guidelines

### **Differentiated Pay**

- Bonus will be given to the teacher only if the teacher is employed by the system the following year.
- Bonus will be given to certificated instructional and administrative staff.
- Bonuses will be allocated to personnel after the school system receives the school's completed data reports (report card) as reported by the State Department of Education.

### **How Itinerant Persons will be compensated**

- Speech Teacher, Music Teacher, Band Teacher, Guidance Counselor, Alternative Placement, and Homebound Teachers—If the teacher serves a student in a school that meets the criteria, the teacher will receive the bonus.
- Instructional Coaches—if one school that the instructional coach serves meets the criteria, the coach receives the bonus.
- Vocational Supervisor—if the high school meets the criteria, the vocational supervisor receives the bonus.
- Title I, Special Education and Elementary Supervisor—If one school served by the supervisor receives the bonus
- Data Specialist and School Psychologist – If one school meets the criteria, he/she receives the bonus
- Special Education Consulting Teachers—if one school that the consulting teacher serves meets the criteria, the consulting teacher will receive the bonus.

### **Criteria for Certified Teachers and Administrators to Receive Bonus Pay.**

- Staff members may receive bonus pay if either of the goals are reached.
  - School-Level TVAAS Evaluation Composites score of 3 or higher **OR**
  - Maintain or improve percentile rank in terms of the number of students scoring proficient/advanced relative to other districts in the state. The district must meet a majority of the available goals in their grade span to qualify. Achieving this goal will not be based on % of students' proficient/advanced from one year to the next, it will be based on district percentile rank in six of the content areas (1 through 6 below). Content area 7 will be reached by increasing the number of students scoring at or above 21. Content area 8 will be reached by maintaining or improving graduation rate. The new accountability framework for 2015-16, district performances will be evaluated in the following eight content areas:
    - 1) grades 3-5 math
    - 2) grades 3-5 reading/language arts
    - 3) grades 6-8 math
    - 4) grades 6-8 reading/language arts
    - 5) high school math
    - 6) high school English

7) ACT

8) Graduation Rate

- Bonus pay is in the amount of \$400.00
- Superintendent may make adjustments when necessary.
- Participation rate and attendance rate must be reached on the report card to qualify for incentive.