



## 2015-16 Hickman 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)	<p><i>The District will offer a signing and/or retention bonus for hard to fill positions. For the 2015-2016 school year, signing/retention bonuses will be offered in the following areas: Special Education, Secondary Math, Guidance and Technology.</i></p>	<p><i>The compensation will be given as a bonus. It will be paid as follows: one half on or about 1 October 2015 and one half on or about 1 May 2016. Amounts are negotiable from \$1,000.00 to \$4,000.00.</i></p>	<p><i>The bonus will be available to new teachers in the district as per signing. Current teachers per retention.</i></p> <p><i>For signing, it is estimated that five to six will receive the bonus. For retention, one to two.</i></p>	<p><i>It is estimated that differentiated pay will be awarded in an amount of approximately \$25,000.00 for school year 2015-2016.</i></p>	<p><i>The bonus will be less than 1% of salary expenditures.</i></p>
Performance	<p><i>The District will award a performance bonus for all teachers who receive an overall effectiveness score of a 3, 4 or 5 from the previous school year based on an actual 2014-2015 individual earned score (not culumative, not schoolwide).</i></p>	<p><i>Compensation will be given as a bonus on or about 1 December 2015 according to the following rates: effectiveness score of 3 will receive \$500.00; effectiveness score of 4 will receive \$1,500.00; effectiveness score of 5 will receive \$2,500.00</i></p>	<p><i>All teachers are eligible to receive the bonus provided they are permitted by State law.</i></p> <p><i>It is estimated that approximately one hundred fifty teachers will receive the bonus.</i></p>	<p><i>The District estimates that the bonus payments will total approximately \$200,000.00 for the 2015-2016 school year.</i></p>	<p><i>The Performance bonus is estimated to be approximately 3% of salary expenditures.</i></p>
Additional Instructional Roles or Responsibilities					

<b>Education</b>	<i>The District will continue to pay for education training in five lanes: Bachelors, Masters, Masters +30/45, Ed.S and Doctorate. (See attached salary schedule.)</i>	<i>Compensation is given as a base pay increase. Qualifying teachers, depending on their degree, receive an increase of \$1,000.00 - \$3,000.00.</i>	<i>All teachers are eligible.  All teachers participate.</i>	<i>The District estimates that the degree increase will be \$12,000.00 for the 2015-2016 school year.</i>	<i>The cost will be less than 1% of salary expenditures.</i>
<b>Experience</b>	<i>The District will continue to pay for experience up to 30 years of experience. (See attached salary schedule.)</i>	<i>Each year a teacher earns a base step increase as indicated on the salary schedule.</i>	<i>All teachers are eligible.  All teachers participate</i>	<i>The District estimates that the 2015-2016 step experience increase will be approximately \$20,000.00</i>	<i>The cost will be less than 1% of salary expenditures.</i>
<b>Other</b>					