



## 2015-16 Differentiated Pay Plan

### HUNTINGDON SPECIAL SCHOOL DISTRICT

#### I. Description of Differentiated Elements (Required Section)

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)	N/A	N/A	N/A	N/A	N/A
Performance	N/A	N/A	N/A	N/A	N/A
Additional Instructional Roles or Responsibilities	<p><i>HSSD will compensate teachers for providing additional instruction support by performing additional duties which are annually identified based on the district's needs. Teachers scoring at a 4 or above and meeting attendance requirements will be eligible to</i></p>	<p><i>The compensation will be given annually in the form of a stipend ranging from \$300 and not to exceed \$1,000 at the end of the 2015-16 school year.</i></p>	<p><i>Approximately 12 teachers would be eligible to apply based on evaluation scores and meeting attendance criteria. Administrative leaders would screen for additional qualities such as leadership and facilitation skills.</i></p>	<p><i>\$10,000</i></p>	<p><i>18% of 2015-16 equity funding allocation will be used to fund differentiated pay plan.</i></p>

	<i>serve as PLC leaders, development of classroom assessments, mentors, and core content specialists.</i>				
<b>Education</b>	<i>The district will continue to award step increases for levels of education. See attached 2015-16 HSSD salary schedule.</i>	<i>Compensation will be base pay</i>	<i>All certified teachers eligible</i>	<i>The estimated cost of these awards is \$6,092.</i>	<i>This will compromise less than 1% of district salary expenditures.</i>
<b>Experience</b>	<i>The district will continue to award step increases for each year of experience. See attached 2015-16 HSSD salary schedule.</i>	<i>Compensation will be base pay</i>	<i>All certified teachers eligible</i>	<i>The estimated cost of these awards is \$49,076.</i>	<i>This will compromise about 1% of district salary expenditures.</i>
<b>Other</b>					

# Huntingdon Special School District Differentiated Pay Plan

The core elements of a plan for Huntingdon Special School District are listed below. There may be other items added in terms of communication, eligibility and funding.

## GOALS



*To supplement the salaries of highly effective teachers assigned to additional roles and responsibilities while improving instructional capacity within our schools.*

## ADDITIONAL ROLES AND RESPONSIBILITIES

- 1)** Huntingdon Special School District will compensate teachers for providing additional instructional support by performing additional duties within our schools increasing teacher effectiveness and student achievement.
- 2)** All duties will be required to be aligned to the district's strategic plan as well as the state accountability model.
- 3)** Roles and responsibilities will be defined annually with written job descriptions and an evaluation component to be required.
- 4)** Examples of these roles and duties are but not limited to: mentors, collaborative learning leaders, core content specialists, developing classroom assessments RTI intervention specialists, etc.
- 5)** Any person receiving compensation for additional roles and responsibilities must have received at least a 4 on the observation score of the TEAM evaluation model in the 2014-2015 school year.

## **COMPENSATION GUIDELINES**

- 1) All compensation amounts will be defined with a minimum of \$300 and not to exceed \$1,000 annually. The level of compensation will not be based on an hourly rate.**
- 2) All time to be compensated must occur outside the time defined in the annual contract.**
- 3) All compensation for additional roles and responsibilities will be paid upon completion of the 2015-16 school year when all required work has been completed and evaluated.**
- 4) This payment is not part of base salary and will not become a reoccurring part of an individual's compensation. These amounts as well as roles will be reviewed annually by the Director of Schools.**

## **FUNDING**

**A designated percentage of funds identified for salary improvement from TDE in 2015-16 will be used to fund supplements for additional roles and responsibilities.**



### **GENERAL NOTES**

- All components of this plan are subject to available federal, state, and local funding being at current levels.
- All components of this plan are subject to local board approval.
- This plan is subject to review annually and only commits Huntingdon Special School District for the 2015-16 fiscal year.

### **ATTENDANCE**

- 1) In order for a teacher to receive full levels of compensation or to be considered for additional roles and responsibilities, they must meet certain teacher attendance requirements.
- 2) These attendance levels will be approved annually by the Director of Schools.
- 3) Teachers must also be full time employees to be considered for any of the previously identified levels of compensation.

### **STAKEHOLDER ENGAGEMENT**

The effectiveness of differentiated pay plan has been discussed and reviewed by administrative staff to determine course of action for 2015-16.