

Smith County					
2016-17 Differentiated Pay Plan					
Differentiated Element	Description	Compensation Type and Size	Reach	Estimated Cost	Estimated Salary Expenditures
	Describe how the district will differentiate for this element. Include the eligibility criteria for receiving the award (such as minimum attendance or evaluation score).	Will the compensation be given as a bonus or a base pay increase? How much will qualifying teachers receive?	Eligibility: How many teachers are eligible for this type of compensation? Forecasted participation: How many teachers do you estimate will receive the award?	How much does the district estimate it will pay out for this differentiated pay element?	What percentage of salary expenditures (excluding benefit costs) does this element cover?
Other	<i>The district will offer a \$150 bonus to each educator that meets the perfect attendance requirement.</i>	<i>\$150 bonus will be payable in June if an employee has perfect attendance. This means no full or partial day can be missed for ANY reason.</i>	This award will be available for educators (both certified and uncertified) who are fulltime employees and who meet the attendance requirement. (64)	The estimate is for 64 employees and consists of \$9,600.	This estimate is .13% of the district's annual salary costs.
Extended Contract	The district will fund Extended Contract in the 2016-17 school year.	Teachers will receive Extended Contract as a bonus when they teach summer school	This award is available to teachers who agree to teach summer school or	The estimate is for 13 employees and	This estimate is .16% of the district's

		or enrichment programs.	enrichment programs. (13)	consists of \$12,000.	annual salary costs.
<i>Education*</i>	<p>The district will continue to award step increases based on the following educational levels:</p> <ol style="list-style-type: none"> 1. Bachelors Degree 2. Masters Degree 3. Masters Degree +30 4. Educational Specialist Degree 5. Doctorate <p>The district will continue to pay Career Ladder to those who hold a level on their license.</p>	<p>Advancing from one educational step to the next will be given as base pay increase.</p> <p>*See attached step/lane schedule.</p> <p>Career Ladder will be paid as a bonus in accordance to level:</p> <ol style="list-style-type: none"> 1. \$1000 2. \$2000 3. \$3000 	<p>This award is available to all teachers. (266) Notification of advanced degrees must be presented to the SCBOE by February 1st, preceding the year in which increase in salary will be made.</p> <p>Career Ladder will only be paid if reported by the office of educator licensing. (41)</p>	<p>The estimate is for 266 employees.</p> <p>The estimate is for 41 employees and consists of \$48,000.</p>	<p>This estimate is less than ¼ of the district's annual salary costs.</p> <p>This estimate is .66% of the district's annual salary costs.</p>
<i>Experience*</i>	<p>The district will continue to award experience steps from 0 years through 20 years.</p>	<p>Advancing from one experience step to the next will be given as base pay increase.</p> <p>*See attached step/lane schedule.</p>	<p>This award is available to all teachers with 20 years or less experience.</p>	<p>The estimate is for 203 employees.</p>	<p>This estimate is less than 1/4 of the district's annual salary costs.</p>

Nationally Recognized through Board Certification	Upon receipt of National Board Certification the district will supplement the salary on a yearly basis.	The amount of supplement will be \$1,000.	This award will be available to any teacher who becomes Nationally Board Certified. (5)	The estimated cost is \$5,000.	This estimate is .07% of the district's annual salary costs.
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**Education and experience are not differentiated pay elements and do not count toward the mandated criteria.*