

Perry 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?
Hard-to-Staff (School, Subject, or Placement)					
Performance	<p><i>1. The district will incorporate a new performance bonus pool from our New Equity Money for the 2015-16 school year.</i></p>	<p><i>1. Teachers will receive a share of the bonus pool based on composite evaluation scores.</i></p> <p><i>Teachers with a 2 will receive one share, teachers with a 3 will receive two shares,</i></p>	<p><i>1. All teachers must be fulltime certified employees for the 2015-16 school year.</i></p> <p><i>2. Teachers may not miss more than 10 days for the 2015-16 school year with only exceptions being FMLA, Military or</i></p>	<i>\$54,870</i>	<i>43%.</i>

		<i>teachers with a 4 will receive three shares, and teachers with 5 will receive 4 shares of the bonus pool.</i>	<i>absences from system approved professional activities.</i> 3. Teachers who retire at the end of 2015-16 year are eligible but teachers not returning for the 2016-17 school year are not eligible. 4. 2013-14 school year 61 teachers received the bonus.		
Additional Instructional Roles or Responsibilities	<i>Perry County will fund Extended Contract</i>	<i>Teachers with a composite evaluations score of 3 or will receive as Extended Contract as a bonus if the sign up for summer school or after school tutoring.</i>	<i>Eight Teachers for afterschool and four teachers for summer school.</i>	<i>\$14,000</i>	<i>11%</i>
<i>Education*</i>	<i>1. Perry County School System will fund the Assistant Director.</i>	<i>Pay Increase.</i>	<i>1. Assistant Director.</i>	<i>\$5,000</i>	<i>4%</i>

Experience*	1. In 2014-15 school year we added one percent to our pay scale. 2. Perry County will use the 2016-17 salary schedules. 3. Perry County will continue to use scheduled salary increases for teachers with M.S. degrees and above. 4. Perry County will continue salary increase based on years of experience.	Base	All	\$42,830	34%
Other	Principal and supervisors performances contracts.	1. The Contracts will be given as bonuses. \$1000 maximum based on school report card and system report card.	Ten total.	\$10,000	8%

**Education and experience are not differentiated pay elements and do not count toward the mandated criteria.*