



## 2015-16 Johnson 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>
<b>Hard-to-Staff (School, Subject, or Placement)</b>	Speech and Language Pathologist.	This will be a 4% base pay increase. This percentage will be reviewed annually.	We have #1 speech and language pathologist position.	\$5,980.00	.03
<b>Performance</b>	Compensate teachers who receive a 4 or 5 on teacher-effect scores.	<p>This will be given as a one time bonus.</p> <p>Level 4 - \$500.00 Level 5 - \$1,000.00</p>	77 Teachers are eligible for this.	\$30,000.00	.17
<b>Additional Instructional Roles or Responsibilities</b>	1)Teacher mentors 2)Building level technology Coordinators 3)Yearbook Sponsor	1)\$200 onetime bonus 2)\$500 onetime bonus 3)\$500-\$100	1)20 Teachers are eligible 2)7 Teachers are eligible 3)7 Teachers are eligible	\$112,591.00	.66
	4)Elementary Academic Instructional Coach 5) Secondary Academic Instructional Coach	4) 0.26% of annual salary 5) 0.31% of annual salary	4)1 teacher is eligible 5) 1 teacher is eligible		
<b>Education</b>	Teachers or administrators receiving an advanced degree up to a doctoral degree will receive an increase in base pay.	<p>Increase in base pay</p> <p>Salary schedule attached</p>	<p>All certified teachers and administrators are eligible</p> <p>10 are estimated to be going back to get an advanced degree</p>	\$30,000	.17

<b><i>Experience</i></b>	Teachers and administrators will receive an increase in base pay for each year of experience up to 15 years.	Increase in base pay  Salary schedule attached	All certified teachers and administrators are eligible	\$52,406.00	.30
<b>Other</b>					