

2015-16 Gibson SSD 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)					
Performance	<ol style="list-style-type: none"> Teachers that receive a 3, 4, or 5 on their summative TEAM score will move up one step on the alternative salary schedule. Teachers that are a one or two will stay at their current step. The district will award bonuses to teachers that receive a 4 or 5 on their summative TEAM score. 	<ol style="list-style-type: none"> This compensation will be given as a base pay increase. <ol style="list-style-type: none"> This amount varies depending on the alternative salary schedule. This compensation will be given as a bonus. <ol style="list-style-type: none"> This amount will depend on what salary increases the state provides. We would like to offer 300 for all level 4 teachers and 600 for all level 5 teachers. 	<ol style="list-style-type: none"> All certified staff members are eligible for this type of compensation. <ol style="list-style-type: none"> We estimate that 253 teachers or 91% of our certified staff members will be eligible for this type of award. All certified teachers are eligible for this type of compensation. <ol style="list-style-type: none"> We estimate that 197 teachers (71%) will be eligible for this award. 	<ol style="list-style-type: none"> \$135,000 per year. We estimate that this will cost \$82,800. 	<ol style="list-style-type: none"> 1.06% .6% (six-tenths of 1.0%)
Additional Instructional Roles or Responsibilities	<ol style="list-style-type: none"> Lead Technology Teachers <ol style="list-style-type: none"> Teachers that are level 3, 4, or 5 on TEAM summative scores and 	<ol style="list-style-type: none"> The compensation will be given as a stipend. <ol style="list-style-type: none"> The amount of the award will be 	<ol style="list-style-type: none"> All teachers that receive a summative TEAM score of 3, 4, or 5 are eligible 	<ol style="list-style-type: none"> We estimate that this will cost \$13,000. 	<ol style="list-style-type: none"> .1% (one-tenth of 1%)

<p><i>(Not being implemented in 2015-16)</i></p>	<p><i>show a high degree of technology skills will be considered for these positions.</i></p> <ol style="list-style-type: none"> 2. <i>Principal Intern</i> 3. <i>Department Chair</i> 4. <i>Grade Level/Team Leader</i> 	<p><i>dependent on the size of the school. Most teachers would receive \$1,000.</i></p> <ol style="list-style-type: none"> 2. <i>The compensation will be given as a stipend.</i> <ol style="list-style-type: none"> a. <i>\$1,000</i> 3. <i>The compensation will be given as a stipend.</i> <ol style="list-style-type: none"> a. <i>The amount of the award will be dependent on the size of the school. Most teachers would receive \$1,000.</i> 4. <i>The compensation will be given as a stipend.</i> <ol style="list-style-type: none"> a. <i>The amount of the award will be dependent on the size of the school. Most teachers would receive \$1,000.</i> 	<p><i>for this type of compensation.</i></p> <ol style="list-style-type: none"> a. <i>We estimate that 13 teachers would be eligible for this award.</i> 2. <i>All teachers that receive a summative TEAM score of 4 or 5 are eligible for this type of compensation.</i> <ol style="list-style-type: none"> a. <i>We estimate that 4 teachers would be eligible for this award.</i> 3. <i>All teachers that receive a summative TEAM score of 4 or 5 are eligible for this type of compensation.</i> <ol style="list-style-type: none"> a. <i>We estimate that 14 teachers would be eligible for this award.</i> 4. <i>All teachers that receive a summative TEAM score of 4 or 5 are eligible for this type of compensation.</i> <ol style="list-style-type: none"> a. <i>We estimate that 20 teachers would be eligible for this award.</i> 	<ol style="list-style-type: none"> 2. <i>We estimate that this will cost \$4,000.</i> 3. <i>We estimate that this will cost \$14,000.</i> 4. <i>We estimate that this will cost \$20,000.</i> 	<ol style="list-style-type: none"> 2. <i>.03% (three hundredths of 1%)</i> 3. <i>.1% (one-tenth of 1%)</i> 4. <i>.16% of 1%</i>
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Education	<p>1. The district will have four lanes for education. They are as follows; BS, Masters, EDS, and EDD.</p> <p>a. In order to receive credit for the degree, it must be a degree that will impact student achievement in a positive way. That could include additional degrees in their content area or in curriculum and instruction.</p> <p>b. EDS and EDD credit must involve research that will be a benefit to the district.</p>	<p>1. The compensation will be given as a base pay increase.</p> <p>a. Each additional degree will receive a \$2500 increase to their base pay.</p> <p>b. Masters would get a total of \$2500, EDS would be a total of \$5000, and EDD would be a total of \$7500 added to the staff member's BS base pay.</p> <p>c. Since we have a performance component to our salary we hope to use the extra funds we are paying for additional degrees and add to the base salary schedule and/or increase the performance incentives, which will reward performance, not just because you have an additional degree.</p>	<p>1. All certified staff members are eligible for this type of compensation.</p> <p>a. We estimate that 10 teachers will be eligible for this award per year.</p>	1. \$25,000	1. .12% to .16% of 1%.
Experience					
Other					