

Benton County Schools Differentiated Pay Plan for 2015-2016

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					
Additional Instructional Roles or Responsibilities	<p><i>The Benton County School System will compensate teachers for providing additional instructional support by performing additional duties in order to build capacity and increase teacher effectiveness. Highly effective teachers with scores of 3-5 will receive a supplement for their duties.</i></p>	<p><i>The compensation will be provided as a supplement for specific leadership roles. Specific amounts will range from \$250 - \$1,000.</i></p>	<p><i>Based upon TEAM scores approximately 64.28% of Benton County teachers would be eligible to apply for the additional instructional roles or responsibilities based upon system needs. District and school leaders will screen for additional qualities such as leadership and facilitations skills. There will be approximately 63 positions that may be filled with available funding:</i> <i>Mentor/Coach 29</i> <i>504 Coordinator 6</i> <i>PLC/Department Chair</i> <i>Grade Level Chair 21</i> <i>Data Team Chair 7</i></p>	<p><i>The estimated cost of this element of differentiated pay is approximately \$50,000.</i></p>	<p><i>The estimated cost of expenditures is approximately .5%</i></p>

Education	<i>The district has reduced its salary schedule lanes from 9 to 5 recognizing BS, MS, MS+30, EdS and EdD. The salary schedule will be increased as shown on the attached salary schedule.</i>	<i>The salary schedule will be increased per slot/lane by \$355 (using \$155 Equity Funds and \$200 Local Funds).</i>	<i>Currently, 63.28% of certified staff have a MS degree or higher; 44.4% have a MS Degree; 31.8% have less than a MS degree.</i>	<i>The increase for each lane/slot is \$355. The estimated cost of the salary schedule increase is \$74,500. Step and degree raises average \$70,000-\$75,000 per year. This will compose approximately 2.4% of the total salaries.</i>	<i>The increase for each lane/slot is \$355. The estimated cost of the salary schedule increase is \$74,500. Step and degree raises average \$70,000-\$75,000 per year. This will compose approximately 2.4% of the total salaries.</i>
Experience	<i>The district will continue to award step and degree raises for each year of experience. The attached salary schedule will depict that increase using additional state and local funds.</i>	<i>Each teacher will earn a yearly step increase for each year of experience up to 20 years.</i>	<i>All teachers are eligible.</i>	<i>The increase for each lane/slot is \$355. The estimated cost of the salary schedule increase is \$74,500. Step and Degree raises average \$70,000-\$75,000 per year. This will composed approximately 2.4% of the total salaries.</i>	<i>The increase for each lane/slot is \$355. The estimated cost of the salary schedule increase is \$74,500. Step and Degree raises average \$70,000-\$75,000 per year. This will compose approximately 2.4% of the total salaries.</i>
Other					