

2015-16 Bells City 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)	<p><i>The district will offer a salary supplement in the hard-to-staff area of speech/language pathologist.</i></p>	<p><i>The award will be given as a salary supplement.</i></p> <p><i>The qualifying teacher will receive \$3,203.</i></p>	<p><i>This award will be available to teachers with the required certification on a "need" basis.</i></p> <p><i>At this time one position is needed.</i></p>	<p><i>The estimated total for this is \$3,203 annually.</i></p>	<p><i>This award makes up less than 1% of the district's annual salary cost.</i></p>
Performance					
Additional Instructional Roles or Responsibilities	<p><i>The district will further its implementation of teacher mentor role.</i></p> <p><i>Highly effective teachers with scores of 5 can receive a stipend to mentor new teachers and those with a score of 3 or below (up to 3 positions)</i></p> <p><i>The district will use highly effective teachers (score of 4 or 5) as tutors in ELA and Math</i></p>	<p><i>The award will be given yearly in the form of a \$1,000 stipend.</i></p> <p><i>The award will be given as an hourly supplement of \$24 or \$20 per hour based on tutoring position.</i></p>	<p><i>District and school leaders will screen for additional qualities like leadership and facilitation skills.</i></p> <p><i>There will be a total of 3 teacher mentors at the elementary school.</i></p> <p><i>Any teacher who receives a 4 or 5 on their evaluation would be eligible to apply for the position. There will be a total 10 ELA and Math tutors</i></p>	<p><i>The estimated cost of these awards is \$2,000.</i></p> <p><i>The estimated cost of these awards is \$20,400.</i></p>	<p><i>This award makes up less than ½% of the district's annual salary cost.</i></p> <p><i>This award makes up less than 1.5% of the district's annual salary cost.</i></p>

	<i>for morning or afternoon tutoring.</i>				
Education					
Experience					
Other	<i>The district will offer a stipend to teachers that are asked by administration to change grade-level or subject-area placements due to increasing or decreasing enrollment.</i>	<i>The stipend will be given as a one-time \$500.00 bonus.</i>	<i>Applicable teachers would have a 4 or 5 effectiveness score as well as proven effectiveness in the new teaching assignment.</i>	<i>The estimated cost of these awards is \$2,000.00</i>	<i>This award makes up less than ½% of the district's annual salary cost.</i>