

2015-16 Cannon 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>
Hard-to-Staff (School, Subject, or Placement)					
Performance					
Additional Instructional Roles or Responsibilities	<p><i>The district will use Coordinated School Health and Title IIA monies to pay stipends for the following positions:</i></p> <p><i>7 data coaches/mentors</i> <i>7 CSH coordinators</i></p>	<p><i>The award will be given yearly in the form of a stipend.</i></p> <p><i>Data Coach--\$20 hour/40 hours</i></p> <p><i>CSH Coordinator--\$20 hour/10 hours</i></p>	<p><i>Any teacher who receives a 3,4, or 5 on the evaluation would be eligible to apply for the positions. District leaders will screen the applicants for other qualities pertaining to the additional responsibilities.</i></p> <p><i>There will be a total of 14 positions.</i></p>	<p><i>The estimated cost of these awards is \$7,000.</i></p>	<p><i>This will comprise about .0009% of the district salary expenditures.</i></p>
Education	<p><i>The district will include Bachelor's, Master's, Specialist and Doctorate degrees for eligible base pay compensation as shown in the attached 2015-16 salary schedule.</i></p>	<p><i>The compensation will be given as a base pay increase.</i></p>	<p><i>All teachers are eligible.</i></p>	<p><i>The estimated total cost of this element is \$8500 per year.</i></p>	<p><i>This will comprise about .0011% of district salary expenditures.</i></p>

Experience	<p><i>The district will continue to award step increases for each year of experience up to 20 years of experience.</i></p> <p><i>The attached salary schedule contains proposed amounts.</i></p>	<p><i>Each teacher will earn a yearly step increase for years of experience up to 20 years.</i></p>	<i>All teachers are eligible.</i>	<p><i>The annual step increase in the district is \$600 per year, years 1-5; and \$700 per year, years 6-20. The estimated cost is \$48,162.72.</i></p>	<p><i>This will comprise about .01% of district salary expenditures.</i></p>
Other: Bonus	<p><i>The district will award each level 4 teacher and each level 5 teacher a one-time bonus. This bonus is based on individual TVAAS data or evaluation composite.</i></p>	<p><i>The compensation will be given as a one-time bonus.</i></p> <p><i>Level 4 teachers will receive a \$750 bonus. Level 5 teachers will receive a \$1000 bonus.</i></p>	<i>All teachers are eligible.</i>		