



2015-16 Williamson 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)	<p><i>Beginning in 2015-2016, signing bonus for hard to fill positions, currently described as elementary & secondary special education, high school math, & high school advanced sciences (Chemistry & Physics), retention bonus for same positions.</i></p>	<p><i>This compensation will be given as bonus pay.</i></p> <p><i>\$1,000 for new 2015-2016 hires, \$250 per returning teacher. Additional \$250/yr for continued employment through years 2 and 3 after 2015-2016.</i></p>	<p><i>Estimated number of eligible teachers, all of whom will participate: 334 Special Education, 150 H.S. Math and Science</i></p>	<p><i>\$150,000.00 during 2015-2016 school year</i></p>	<p><i>\$150,000 represents .13% of WCS' \$114,276,863 combined budget for regular and special education instruction teacher lines.</i></p>
Performance					
Additional Instructional Roles or Responsibilities	<p><i>Through its PECCA MOU process with the WCEA, the District has established a supplemented pay process for additional instructional responsibilities not otherwise expected of teachers that extend the educator's reach to students or other educators.</i></p>	<p><i>Compensation will be in the form of an annual supplement pay increase based on hours committed to the project, ranging from \$595 to \$3,575 per Attachment 1.</i></p>	<p><i>WCS has budgeted \$200,000 beyond its 2013-2014 supplemented pay toward this project for its first year. All WCS teachers at all grade levels are qualified to apply based on the application process attached hereto as Attachment 2. Due to available funding, a maximum of 336 teachers may qualify.</i></p>	<p><i>\$200,000</i></p>	<p><i>\$200,000 represents .17% of WCS' \$114,276,863 combined budget for regular and special education instruction teacher lines.</i></p>

Education	<i>See attached pay schedule developed during MOU discussions with the WCEA, required by PECCA</i>				
Experience	<i>See attached pay schedule developed during MOU discussions with the WCEA, required by PECCA</i>				
Other					

SUPPLEMENTS – Academic & Non-Athletic Pay Chart 2015-2016

A. \$595 Less than 70 Hours

Forensics Middle
Mock Trial
Model UN (High & Middle)
Student Council Elementary
After School Academic Activity
Youth Legislature Middle

B. \$1,190 Minimum of 70 Hours

Chorus Elementary
*Elementary Grade Level Chair/ BLT
*Team Leader Middle
Newspaper High
Youth Legislature High
Yearbook Elementary

C. \$1,727 Minimum of 100 Hours

Chorus Middle
Middle School Band
Dance Team High
Dance Team Middle
Drama Middle
Newspaper/Media Middle
Newspaper/Media Elementary
Student Council Middle

D. \$2,252 Minimum of 150 Hours

Chorus High
Drama High
Media High
Webmaster
Yearbook Middle

E. \$2,913 Minimum of 200 Hours

Band Assistant High
*Department Head High
Forensics Assistant High
Yearbook High
Drumline
Winter guard

F. \$3,575 Minimum of 250 Hours

Student Council High
Forensics High

G. \$595 Requires approval from Asst. Superintendent for pay

WCS teachers may apply for supplements for activities not listed above which include additional instructional responsibilities not otherwise expected of teachers that extend that educator's reach to students and/or other educators. The application process shall include an explanation of the impact on students and/or other educators, the state curriculum standards being addressed, if any, and the minimum number of hours to be worked as part of that supplement. Principals shall conduct an annual review of the effectiveness of the approved supplemented activity. Such supplements may include but not be limited to the following:

Teacher Mentor	Freshman Mentor
Data Team	National Honor Societies Sponsor
RTI Team	Other After School Academic Activity
BYOT Leadership Team**	Other After School Arts Activity
Testing Coordinator**	Other After School Athletic Activity
PLC Leadership Team	

*Supplement levels Require Certification as an Educator.

** Funded by the District; Application not required

24 pay supplements if changes are made; Payroll and Human Resources needs to be notified immediately.