

Hollow Rock – Bruceton Special School District					
2016-17 Differentiated Pay Plan					
Differentiated Element	Description	Compensation Type and Size	Reach	Estimated Cost	Estimated Salary Expenditures
	Describe how the district will differentiate for this element. Include the eligibility criteria for receiving the award (such as minimum attendance or evaluation score).	Will the compensation be given as a bonus or a base pay increase? How much will qualifying teachers receive?	Eligibility: How many teachers are eligible for this type of compensation? Forecasted participation: How many teachers do you estimate will receive the award?	How much does the district estimate it will pay out for this differentiated pay element?	What percentage of salary expenditures (excluding benefit costs) does this element cover?
Hard-to-Staff (School, Subject, or Placement)					
Performance					
Additional Instructional Roles or Responsibilities	Lead Trainers (Professional Development)  Academic / Attendance Interventionist  Enrichment Leaders (ACT, etc)  <i>Approved applicant required Level 4 or 5 teacher</i>	<i>Lead Trainers \$1500</i>  <i>AA Interventionist \$1,500</i>  <i>Enrichment Leaders \$1,000</i>  M-F \$15/hr    Sat \$20/hr	<i>F: Trainers = 4</i>  <i>F: Interventionist=4</i>  <i>F: Enrichment Leader=2</i>  <i>E:26 teachers</i>	@ 6,000  @6,000  @2,000  M-F \$15/hr    Sat \$20/hr	<1% of salary cost
Education*					
Experience*					

<b>Other</b>	<b>Teacher Attendance:</b> The district will continue to incorporate a varied bonus compensation model from previous years. We will remove the part of the model that uses evaluation and AMO criteria to determine incentives. Attendance performance will continue to be criteria to determine incentives.	<b>Attendance Bonus of \$300</b>  <b>Required Level 3 or higher</b>  <b>Miss 0-2 instructional days</b>	<b>All 51 teachers Eligible</b>  <b>Forecasted:22 teachers</b> Based on the last two years of data gathered, the district anticipates 30% of teachers will receive a bonus pay incentive.	<b>@\$15,300 max</b>  <b>@ \$6600(est.)</b>	<b>&lt;1%</b>  <b>of salary cost</b>
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*\*Education and experience are not differentiated pay elements and do not count toward the mandated criteria.*