

| Dayton City School | | | | | |
|---|--|---|--|--|---|
| 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) | <i>The District will offer a signing bonus and retention bonus in the hard-to-staff area of middle school math and science. This will include positions in general math, pre-algebra and algebra I and middle school science</i> | <i>The award will be given as a two part bonus, \$1,000 in December after signing and additional \$1,000 when teacher gains tenure.</i> | <i>This award will be available to new teachers in the district. The district typically hires 1 position per year in the areas defined</i> | <i>The estimated total is \$4,000 (\$1,000 each for four teachers)</i> | <i>The award makes up less than 2% of the districts annual salary cost</i> |
| Performance | <i>The district has incorporated a bonus system that uses teacher effectiveness score (Level 4&5). Teachers who have those scores from the 2015-2016 school year will receive a one time bonus></i> | <i>The bonus will be paid in November, 2016 check. Level 5 teachers will receive \$300 and level 4 teachers will receive \$150</i> | <i>All teachers 61 total are eligible for the bonus since all teachers receive an effectiveness score. Based on the 2015-2016 school year, we estimate at least 30</i> | <i>We estimate between\$8,000-\$12,000 for this performance bonus. The district will pay for this with monies from</i> | <i>This award makes up less than 1% of the districts annual cost</i> |

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| | | | <i>teachers will receive bonuses</i> | <i>eliminating EDS and Doctorate pay scales</i> | |
| Additional Instructional Roles or Responsibilities | | | | | |
| Education* | <i>The district will include Bachelors and masters degrees for eligible base pay compensation as shown in attached 2016-2017 salary schedule. Degrees above EDS will no longer be compensated in base pay.</i> | <i>Masters and advanced degrees will be awarded with a base pay increase. Those teachers currently enrolled in these programs prior to July 1, 2014 will be eligible for base pay increases on the previous years schedule</i> | <i>The district currently has 5% of its teachers with an advanced degree above a masters level</i> | <i>The estimated cost of this element is \$160,000 per year. The district expects to fund this cost by eliminating the Masters +30 and Doctorate pay lanes.</i> | <i>This will comprise about 6% of the districts salary expenditures</i> |
| Experience* | <i>This district will continue to award step increases for each year of experience. The attached salary schedule contains proposed amounts</i> | <i>Each teacher will earn a yearly step increase for years of experience</i> | <i>All teachers are eligible</i> | <i>The average step increase in the district is \$500 per year, This estimated cost is \$40,000 per year</i> | <i>This experience payment makes up about 1% of the districts salary</i> |
| Other | <i>The district will award longevity bonuses based on years of employment</i> | <i>The amounts vary each year based on the total award of the rural grant funds given to the</i> | <i>Approximately 40 teachers will be eligible for the award</i> | <i>Estimated cost will be \$15,000 but the final total will based</i> | <i>The grant is not part of the</i> |

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| | | <i>district. The bonuses are also based on years of employment in the district.</i> | <i>in the 206-2017 school year.</i> | <i>on what is received from the grant</i> | <i>salary schedule.</i> |
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**Education and experience are not differentiated pay elements and do not count toward the mandated criteria.*

II. Implementation Update on 2015-16 (Required Section)*

Please provide information regarding the amount and number of stipends or awards that were paid to teachers in 2015-16.

| Differentiated Elements | Actual Total Expenditures from 2015-16 | # of Teachers who Received Payout | Total # of Teachers Eligible | Amount of Payouts for Teachers | Date of Payouts |
|---|--|-----------------------------------|------------------------------|--------------------------------|-----------------|
| Hard-to-Staff (School, Subject, or Placement) | \$1,000 | \$1,000 | 1 | \$1,000 | December 2015 |
| Performance | \$7,000 | \$7,000` | 25 | \$7,000 | November |
| Additional Instructional Roles or Responsibilities | \$0 | 0 | 0 | \$0 | 0 |
| Education* | \$160,000 | \$160,000 | 45 | \$160,000 | monthly |
| Experience* | \$40,000 | \$40,000 | 55 | \$40,000 | MONTHLY |
| Other (please describe) | \$15,000 | \$15,000 | 45 | \$15,000 | October |
| Total: | \$223,000 | \$223,000 | 171 | \$223,000 | |
| Total number of certified teachers in your district | | | 61 | | |
| If the district has a performance element, what year's evaluation data was utilized for the payout? (e.g. 2014-15) | | | 2015-2016 | | |

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If the district had to make changes to the plan, please outline what circumstances led to those decisions. No changes