

Scott County Schools					
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)	N/A	N/A	N/A	N/A	N/A
Performance	<i>The district is implementing a performance pay system where all "tested" teachers may participate and obtain additional pay for either achievement or growth performance. A full description of participation requirements are attached in addendum.</i>	<i>The compensation will be in the form of bonus or one time pay. Each participating teacher (eligibility listed in addendum) will receive the same performance pay amount, the amount will depend upon the number of teachers qualifying for the funds.</i>	<i>There are approximately 125 teachers that may participate.  It is estimated that 80 of our tested teachers will have the opportunity to participate in the performance pay plan.</i>	<i>The performance matrix funding amount is set at \$25,000.00.</i>	<i>The matrix amount makes up 1/4 of a percent of the overall salary expenditures.</i>

<b>Additional Instructional Roles or Responsibilities</b>	<i>N/A</i>	<i>N/A</i>	<i>N/A</i>	<i>N/A</i>	<i>N/A</i>
<b>Education*</b>	<i>The Scott County School System will continue to provide pay increases for advanced degrees. (See attached salary schedule for amounts by degree.</i>	<i>The compensation for advanced education will be in the form of a base pay increase.  Amount to receive depends upon degree obtained</i>	<i>All teachers (254) are eligible for this compensation.  Participation for advanced degrees is approximately 5 per year.</i>	<i>Approximately \$15,000.00.</i>	<i>Education increases make up less than ¼ of a percent of total salary expenditures.</i>
<b>Experience*</b>	<i>The Scott County School System will continue to provide pay increases for years of experience. (See attached salary schedule for amounts by year)</i>	<i>The compensation for years of experience will be in the form of a base pay increase.  Amount to receive depends upon years of service.</i>	<i>All teachers (254) are eligible for this compensation.  All teachers will increase each year, except for those who have obtained 20 years (+).</i>	<i>Approximately \$100,000.00  (Approximate \$400.00 pay increase per teacher)</i>	<i>Experience makes up 1% of salary expenditures.</i>
<b>Other</b>					

*\*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)	\$			\$	
Performance	\$25,000	125	125	\$	9/05/2016
Additional Instructional Roles or Responsibilities	\$			\$	
Education*	\$15,000	200	254	\$	Monthly
Experience*	\$107,000	254		\$	Monthly
Other (please describe)	\$			\$	
Total:	\$147,000			\$	
Total number of certified teachers in your district			254		
If the district has a performance element, what year’s evaluation data was utilized for the payout? (e.g. 2014-15)					

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If the district had to make changes to the plan, please outline what circumstances led to those decisions. The District had to make changes to the plan due to the 2015-16 testing situation. The Strategic Compensation Committee decided that all tested teachers would receive the performance matrix pay for the 2015-16 school year. The Strategic Compensation Committee asked Principals to get input from their teachers, 96% of teachers were in favor of the above method for performance matrix pay, it was then School Board Approved at the May 12<sup>th</sup> meeting.