

Johnson City 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)	If no qualified teacher responds to a second posting or newspaper inquiry, the system will repost the position and advertise in local and regional newspapers and colleges and offer a \$3,000 bonus to be paid in two lump sum amounts during the sign-in year.	The compensation will be in the form of a bonus of \$3,000 paid in two lump sum amounts.	New teachers who are hired in positions where no qualified applicant has been located with two posting cycles are eligible. It is estimated one teacher may be hired under these circumstances.	Johnson City Schools expects to expend \$3,500 for hard to staff positions for the 2016-2017 school year.	This represents .0081% of salary expenditures.
Performance					

Additional Instructional Roles or Responsibilities	Johnson City Schools will provide a stipend for teachers who are given the responsibility to provide mentorship to teachers who are new to the school system	The award will be given yearly in the form of a \$500 stipend for the first teacher mentored with \$100 for each additional teacher who is provided assistance	Veteran teachers will be assigned the additional responsibility for mentoring new teachers to the Johnson City School System. They will provide 25 hours of time, to be divided among four nine week periods, with new teachers working on instructional strategies, data analysis, common vocabulary, and information that will bring new teachers up to the level of competence we desire for all teachers.	The estimated cost is \$31,506.30	This will compromise approximately .07% district salary expenditures
Education*	Johnson City Schools will include the salary enhancements for the following degrees: Bachelor's degree Master's degree Master's Plus 30 years Ed.S. Ed.D.	Each degree reached will be awarded with a base pay increase. Teachers will be eligible for the increase if the program is completed by August 1 of each year, otherwise the pay increase will begin the next school year.	Johnson City Schools currently has teachers with the following degrees: BS – 28.22% MA- 49% MA + 30 – 7.18% Ed.S. –9.56% Ed.D. – 5.22%	The estimated cost of this element is \$58,000 per school year	This will comprise .133% of district salary expenditures.

			It is expected 10 teachers will receive advanced degrees		
Experience*	Johnson City Schools will continue to award step increases for the following years of experience: 1-17, 20, and 25.	Each teacher will earn a yearly step increase for the experience as part of their salary.	All teachers who have the documented amount of experience are eligible	The average step increase in the district is 2.2% Of the base salary. The estimated cost is \$547,000	This represents 1.25% of district's expenditures on salary. The average step increase in the district is 2.2% of the base salary. The estimated cost is \$547,000
Other	Johnson City Schools will award Improvement Stipends to teachers who gain National Board Certification.	Each teacher will receive a \$500 bonus upon receipt of National Board Certification if certification is achieved while the teacher is employed by Johnson City Schools. Each teacher with National Board Certification will	Twenty teachers have National Board Certification	The estimated total cost of this element is \$46,676 including benefits.	National Board Certification stipends represent .107% of district expenditures on salary

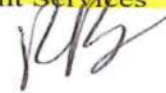
		receive an annual stipend of \$2,000.			
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**Education and experience are not differentiated pay elements and do not count toward the mandated criteria.*

JOHNSON CITY SCHOOLS
Dr. Richard W. Bales,
Superintendent

Memo

TO: Dr. Janie Snyder, Director of Secondary/Student Services
FROM: Dr. Richard W. Bales, Superintendent of Schools
RE: Items Approved By Board Of Education
DATE: June 7, 2016



The Johnson City Board of Education, meeting in regular session on Monday, June 6, 2016, approved the following items as you had submitted them on the agenda:

- Coordinated School Health Budget for 2016-2017 SY
- Adoption of Textbook :Working With Children 8th Edition 2016” for the CTE – Child Care Program
- Differentiated Pay Plan

Thank You.

RWB:ed

attachments