

Newport City School System					
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 Newport City School System will offer a signing bonus in the hard-to-staff areas of middle school science, math, and special education to teachers who have proven to be highly effective in the specific hard-to-staff subject areas.</i>	<i>The award (\$1500 signing bonus) will be given at the time an employment contract is signed by both the teacher and the school district.</i>	<i>This award will be available to new teachers to the district. The district typically hires 2 positions per year in the areas defined.</i>	<i>The estimated total for this is \$3,000 (2 teachers at \$1500 each)</i>	<i>This award makes up less than 1% of the district's annual salary cost.</i>
Performance	<i>The Newport City School System will offer to each certified teacher an incentive bonus for a specific % of students showing growth on PowerSchool Assessment and Analytics benchmarks. This benchmark will be given to</i>	<i>The district will compensate the following certified personnel for the following percentages. Each certified personnel</i>	<i>The bonuses will be distributed after the third benchmark has been taken. A proctor will be assigned to each group taking the</i>	<i>The estimated cost is \$30,000</i>	<i>This will compromise about 1% of district salary expenditures.</i>

	<p><b><i>students in grades K-8. Students in grades K-2 will be assessed on the math and reading component. Grades 3-8 will be assessed on all four subjects: math, reading, science, and social studies. This will be determined by comparing second and third benchmarks and the percentage of students showing growth. Teachers not having a regular classroom will have to count a subgroup of students which they instruct for at least 50% of the school year.</i></b></p> <p><b><i>Teachers creating and giving a weekly probe over standards covered will receive an additional \$200.</i></b></p>	<p><b><i>can only receive one option:</i></b></p> <p><b><i>95% - 100% of students show growth - \$1,200</i></b></p> <p><b><i>90% - 94% of students show growth - \$1,000</i></b></p> <p><b><i>85% - 89% of students show growth - \$800</i></b></p> <p><b><i>Teachers will receive \$200 for creating and administering eight probes per nine weeks grading period.</i></b></p>	<p><b><i>second and third assessments.</i></b></p> <p><b><i>All certified teachers are eligible for these incentives</i></b></p>	<p><b><i>The estimated cost is \$12,000</i></b></p>	
<b>Additional Instructional Roles or Responsibilities</b>	<p><b><i>The district will offer after-school study hall, after school programs, remedial and summer enrichment programs in the four core curriculum areas in addition to</i></b></p>	<p><b><i>The Newport City Schools will compensate the employees who chose to participate in this section of the plan no later than the end of each semester or at the</i></b></p>	<p><b><i>64 certified teachers may apply for these positions</i></b></p>	<p><b><i>The estimated cost is \$48,500</i></b></p>	<p><b><i>This will compromise about 2% of district salary expenditures.</i></b></p>

	<p><i>special education student programs.</i></p> <p><i>Mentors will be provided to new teachers.</i></p>	<p><i>end of the designated course, whichever comes first. The rate of compensation will increase from \$18.05 per hour to \$18.50 per hour. Three mentors will meet with new teachers for three hours at the beginning of the year. These teachers will receive the \$18.50 per hour for the five hours. Other mentors in grade/subject specific areas will be assigned to the new teachers at \$500 stipend for the year.</i></p>			
<i>Education*</i>	<p><i>Teachers may advance to another degree on the pay scale by completing course work presenting a notarized transcript</i></p>	<p><i>The amount received varies according to the school system's pay scale.</i></p>	<p><i>There were 63 teachers eligible to move to another degree level on the pay scale. Three teachers out of the 63 chose to pursue another degree.</i></p>	<p><i>If these three teachers had remained at a Bachelor's degree their raises combined would have amounted to \$2,250. These three chose to advance to a</i></p>	<p><i>This will change our budget less than 1%.</i></p>

				<i>Master's degree resulting in a combined pay raise of \$13,835.</i>	
<i>Experience*</i>	<i>Our school system's pay scale provides pay raises per years of experience up to twenty years.</i>	<i>The amount received by teachers varies according to level and degree.</i>	<i>36 teachers are eligible to move up on the pay scale.</i>	<i>The 36 teachers' increase in salary due to years of experience amounts to \$35,279 combined.</i>	<i>The amount spent salaries on advancing in years of experience is less than 2% of the budget.</i>
<b>Other</b>	<p><b><i>Attendance Bonus: The Newport City School District will pay an attendance bonus to certified personnel for either perfect or outstanding attendance during the school year.</i></b></p> <p><b><i>The Attendance Bonus Breakdown:</i></b></p> <p><b><i>1. No days missed a bonus of \$400</i></b></p> <p><b><i>2. Three days missed or less missed a bonus of \$150</i></b></p> <p><b><i>3. Up to three unused personal days may be "cashed in" for \$55 per day.</i></b></p>		<b><i>All 69 certified employees of the Newport City School District are eligible for Attendance Bonus and 2016-2017 School Year Bonus.</i></b>		<b><i>The Attendance Bonus is approximately \$5,000 and will be distributed on June 20, 2017.</i></b>

	<p><b>4. Maximum amount of attendance bonus: \$400</b></p> <p><b>Bonus for 2016-2017 school year:</b></p> <p><b>\$600 per certified staff</b></p>	<p><b>This will be a one-time bonus given on August 20, 2016..</b></p>			<p><b>The 2016-2017 School Year Bonus is approximately \$40,800.00 .</b></p> <p><b>These two bonuses will be approximately 2% of district's salary expenditures.</b></p>
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*\*Education and experience are not differentiated pay elements and do not count toward the mandated criteria.*