

2015-16 Paris SSD Differentiated Pay Plan

Differentiated Element	Description	Compensation Type and Size	Reach	Estimated Cost	Estimated Salary Expenditures
	<p><i>Describe how the district will differentiate for this element.</i></p> <p><i>Include the criteria for receiving the award.</i></p>	<p><i>Will the compensation be given as a bonus or a base pay increase?</i></p> <p><i>How much will qualifying teachers receive?</i></p>	<p><i>Eligibility: How many teachers are eligible for this type of compensation?</i></p> <p><i>Forecasted participation: How many teachers do you estimate will receive the award?</i></p>	<p><i>How much does the district estimate it will pay out for this differentiated pay element?</i></p>	<p><i>What percentage of salary expenditures (excluding benefit costs) does this element cover?</i></p>
Hard-to-Staff (School, Subject, or Placement)	NA				
Performance	NA				
Additional Instructional Roles or Responsibilities	<p><b>Roles include:</b></p> <ul style="list-style-type: none"> <li>• <i>Reading Parent Involvement Lead Teacher</i></li> <li>• <i>Math RTI Lead Teacher at Rhea</i></li> <li>• <i>Literacy Teacher Leader at PES</i></li> <li>• <i>Writing Teacher Leader at PES</i></li> <li>• <i>Technology Integration Lead Teacher at IMS</i></li> <li>• <i>Data/RTI Teacher Leader at IMS</i></li> <li>• <i>Middlebury Integration teacher leader (6 roles- 2@ each building)</i></li> </ul>	<p><i>The compensation will be given as a stipend, supplemental of their normal contracted duties.</i></p> <p><i>Selected teachers will receive between \$500 and \$2000, depending upon the nature of the assigned roles/responsibilities.</i></p>	<p><i>To be eligible, the teacher must have received a composite performance level of three or more for teacher evaluation and the level of compensation is further dependent upon overall effectiveness rating.</i></p> <p><i>Forecasted participation: Between 6 and 10</i></p>	@\$10,500	<p><i>The full cost of the differentiated roles, excluding benefits, will be paid from the \$10,500 allocated.</i></p>

	<i>For teachers to be eligible, they must have a skillset to match the role. They must also score a 3 or greater on their overall evaluation composite.</i>				
<b>Education</b>	<b>NA</b>				
<b>Experience</b>	<b>NA</b>				
<b>Other</b>	<b>NA</b>				