



2015-16 Greenville City 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><i>GCS utilizes the TIGER Evaluation model and the Stage 3 option that allows teachers who meet the criteria to apply for leadership roles or additional duties.</i></p> <p><i>Approximately 80% of GCS teachers would be eligible for TIGER Stage 3 status. These teachers will have the opportunity to apply for the additional instructional roles or responsibilities based on system needs. Examples include the STEM Leadership Team, instructional specialists, and PLC Team Leaders.</i></p>	<p><i>The compensation will be given yearly in the form of a stipend ranging from \$1048 to \$3495.</i></p>	<p><i>Approximately 80% of GCS teachers would be eligible for TIGER Stage 3 status. These teachers will have the opportunity to apply for the additional instructional roles or responsibilities based on system needs. Examples include the STEM Leadership Team, instructional specialists, and PLC Team Leaders.</i></p> <p><i>District and school leaders will then screen for additional qualities like leadership and facilitations skills.</i></p> <p><i>There will be a total of</i></p>	<p><i>The estimated cost of these awards are \$68,000.</i></p>	<p><i>This will comprise about 1% of the district salary expenditure.</i></p>

			STEM Leaders: 7 Instructional Specialists: 5 PLC TEAM: 16		
Education	<i>The district will include Bachelor's, Master's, and advanced degrees for eligible based pay as shown in the attached 2015-16 salary schedule.</i>	<p><i>Advanced degrees will be awarded with a base pay increase.</i></p> <p><i>Those teachers currently enrolled in programs prior to July 1, 2014 will be eligible for base pay increases on previous year's schedule, provided that those programs are completed by July 1, 2016.</i></p>	<i>The district currently has 22.5% of its teachers with an advanced degree above the Master's level.</i>	<i>The estimated cost of this element is \$180,000.</i>	<i>This will comprise about 2% of district salary expenditures.</i>
Experience	<p><i>The district will continue to award step increases for each year of experience.</i></p> <p><i>The attached salary schedule contains the 2013-2014 figures. This will be updated to reflect state and local funding bodies' funding levels.</i></p>	<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 \$700 per year. The estimated cost is \$210,000.</i>	<i>This experience payments makes up about 2.5% of the districts expenditures on salary.</i>
Other					