



2015-16 Rogersville 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)					
Performance	Based on the overall effectiveness rating, all full-time, certified teachers will receive performance bonuses as follows: Level 5 - \$500; Level 4 - \$400; Level 3 - \$300. Teachers with an overall effectiveness rating of Level 1 or 2 will not receive a bonus.	Performance bonuses will be given as follows: Level 5 - \$500; Level 4 - \$400; Level 3 - \$300. Teachers with an overall effectiveness rating of Level 1 or 2 will not receive a performance bonus.	<p>All 48 full time, certified teachers in Rogersville City (a PreK-8 one-school district) will be eligible for the performance bonus.</p> <p>All full-time, certified teachers are expected to receive the performance bonus in 2015-2016.</p>	In the best-case scenario and for budget purposes, with all teachers scoring at Level 5, \$24,000 will be paid at the end of the 2015-2016 school year in performance bonuses.	1.2%
Additional Instructional Roles or Responsibilities					
Education					
Experience					
Other					