

2015-16 Clay County 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)	<p><i>The district will offer a supplement in a hard-to-staff tested academic area and/or foreign language based on 3 or fewer applications/transfers available. Appropriate certification must be held for the hard-to-staff position. Experience in the area is preferred. Attendance of 170 out of 180 days for the school year is required with the exception of a waiver from the Director of Schools and Board of Education.</i></p>	<p><i>The award will be given as a two-part supplement, one-part bonus if applicable. \$1,000 supplement for accepting the position as long as the teacher completes the year in that position. This supplement will continue yearly as long as the teacher remains in the position. \$1,000 supplement will be added for concluding the year with satisfactory growth results in the subject being taught with the appropriate measurement tools. Currently employed teachers in the designated hard-to-staff areas with satisfactory growth would be eligible to receive the same supplement as a retention incentive.</i></p>	<p><i>This award will be available only in hard-to-staff positions. The district typically would have no more 3 positions per school year.</i></p>	<p><i>The estimated total for this is \$9,000 (3 teachers at \$3,000 each)</i></p>	<p><i>This award makes up less than 1% of the district's annual salary costs.</i></p>

		<i>If applicable, \$1,000 transfer bonus will be added for teachers moving to hard-to-staff positions within the district and learning the new standards. This would be for transfers that occur based upon district request from one grade level to another.</i>			
Performance	<i>All ten month licensed staff employed for one complete school year complying with attendance requirements are eligible to receive an attendance incentive. Sick days, bereavement, or uncompensated leave utilized by the employee during the qualifying period are considered absences. The qualifying period includes all teaching days and required calendar days. Eligible part-time personnel incentives would be prorated accordingly. Personal or administrative days will not count against eligibility to earn this bonus. Clay County Schools will provide the following incentive plan of action.</i>	<i>Bonuses will be awarded in the following increments:</i> <i>0 Days Absence-\$500.00</i> <i>1 Day Absence- \$400.00</i> <i>2 Days Absence-\$300.00</i> <i>3 Days Absence-\$200.00</i> <i>4 Days Absence-\$100.00</i> <i>5 Days Absence-\$50.00</i> <i>If six or more days are missed, there will be no incentive awarded. Eligible part-time personnel incentives would be prorated accordingly.</i>	<i>All ten month licensed teaching staff.</i>	<i>Based on prior years attendance, approximately \$10,000-\$15,000 will be needed to fund this incentive.</i>	<i>This bonus makes up less than 1% of the district's annual salary costs.</i>
Additional Instructional Roles or Responsibilities	<i>The district will offer limited positions in additional instructional roles for extended learning.</i>	<i>This will be awarded in a bonus pay of \$20 per hour for each contract signed.</i>	<i>All teachers are eligible.</i>	<i>The estimated total for this is \$12,000.</i>	<i>This supplement makes up less than 1% of the districts</i>

	<i>Appropriate certification for subject and principal recommendation required. Experience and Level 4 plus evaluation teachers are preferred.</i>				<i>expenditures on salaries.</i>
Education	<i>The district will include Bachelor's, Master's, Master's +30, EDS, and Doctorate degrees for eligible base pay compensation as shown on the attached salary schedule.</i>	<i>All degrees will be awarded with a base pay increase as shown on the attached salary schedule.</i>	<i>All teachers are eligible.</i>	<i>The average base pay increase for added degrees is \$2,500 per degree. The estimated cost is \$7,500. (Typically no more than 3 teachers per year will exercise this option.)</i>	<i>This degree increase makes up less than 1% of the districts expenditures on salaries.</i>
Experience	<i>The district will continue to award step increases in the field indicated. The attached salary schedule contains proposed amounts.</i>	<i>Each teacher will earn a step increase for years of experience in the fields indicated on the attached salary schedule.</i>	<i>All teachers are eligible.</i>	<i>The average step increase in the district is \$500 per year up to 20 years when considering all levels of education. The estimated cost is \$40,000.</i>	<i>This experience makes up 1.1% of the districts expenditures on salaries.</i>