

2015-16 Pickett 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)	<i>The district will offer a bonus in the hard to staff areas of secondary Math, Foreign Languages and other areas that will be determined as the need arises.</i>	<i>\$1,000 per year for the first year, paid at the end of the year with evidence of satisfactory evaluation results and teachers in good standing. Teacher must be in Attendance 95% of the time to qualify.</i>	<i>Available to new teachers for an existing program.</i>	<i>\$2000.00</i>	<i>The percent would be determined by available funds.</i>
Performance	<i>The district will maintain the existing salary schedule.</i>	<p><i>Compensation will be given as a bonus.</i></p> <p><i>TVAAS District level composite 5=\$300</i></p>	<i>All teachers are eligible.</i>	<i>\$3000.00</i>	<i>Percent will be determined by available funds.</i>
Additional Instructional Roles or Responsibilities	<i>35 hours of approved extracurricular, before and after school tutoring, summer school.</i>	<i>Extracurricular, before and after school tutoring, summer school \$25.00 per hour.</i>	<i>All teachers may participate in the extracurricular activities, tutoring and apply for summer school.</i>	<i>21<sup>st</sup> Century, GP Funds</i>	<i>Percent will be determined by available funds.</i>
Education	<i>The District will maintain its existing state approved salary schedule, including payment for advanced degrees.</i>	<i>Based on current salary schedule.</i>	<i>All teachers are eligible. 68% have advanced degrees</i>	<i>\$3,644,472</i>	<i>Percent determined by available funds.</i>
Experience	<i>The District will maintain its existing state approved salary schedule, including step</i>	<i>Based on current salary schedule.</i>	<i>All teachers are eligible for step raises up to the state maximum.</i>	<i>\$3,644,472</i>	<i>Percent determined by available funds.</i>

	<i>increases for years of experience.</i>				
Other					