

Anderson County Schools Differentiated pay plan 2015-2016

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					
Additional Instructional Roles or Responsibilities	<p>The district plan is to build leaders in every school by establishing a learning network that will improve educators' effectiveness and create a systemic framework to support the district and school level leadership needs. This network will also improve the pipeline for aspiring administrators by building capacity in the existing staff. These roles will be defined with specific job</p>	<p>Each role will have a specific compensation in increments of \$500, \$1,000, or \$2,000, depending on the level of responsibility and time involved. Teachers will be paid a stipend at the end of each semester.</p>	<p>Only teachers with an overall composite score of 3, 4 or 5 will be eligible to apply for these positions</p> <p>The number of positions determined by available funding and priority along with the job descriptions will be submitted annually for approval with the school's SIP</p>	<p>\$190,000.00</p> <p>The funds will be dispersed among the schools according to student enrollment. No school will receive less than \$5,000.00. 25% of the funds will remain at Central</p>	<p>The funds will compromise 2% of the districts salary expenditures</p>

	descriptions which provide instructional support at the school level. Areas of focus for each leadership role must be job embedded and directly linked to evidence based practices. (Examples: leading PLC, mentoring Level I & II teachers, supporting literacy, developing common assessments, etc.)			Office to be used in the schools with special needs as identified by the district leadership team.	
Education					
Experience	<p>The district will continue to award step increases for each year of experience.</p> <p>The attached salary schedule contains proposed amounts.</p>	Each teacher will earn a yearly step increase for years of experience.	All teachers are eligible.	The average step increase in the district is \$500 per year. The estimated cost is \$300,000	The funds will compromise 19% of the districts salary expenditures
Other					