

2015-16 Union 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)	N/A				
Performance	<p>1)Using school-wide TVAAS data, teachers in PreK – 12 will be eligible to receive a bonus, based on each applicable school's TVAAS score (4 or 5) for the Literacy and Numeracy. The school score will be based on the one specific school assigned to each teacher.</p> <p>2)Based on the graduating class' Average ACT Composite of 21 or above, using the highest score for each student, teachers in grades Prek – 12 will eligible to receive a bonus. The average will be calculated after the return of the April ACT test.</p>	<p>1)A bonus will be given to qualifying teachers in PreK – 12 based on their applicable school's TVAAS score for the Literacy and Numeracy. Score of 5 = \$400 Score of 4 = \$350</p> <p>2)A bonus in the amount of \$250 will be given to qualifying teachers in Prek - 12 based on the graduating class' Average ACT Composite of 21 or above.</p>	<p>All teachers in PreK – 12 (approximately 120) will be eligible for these performance bonuses. Each teacher must meet the following eligibility requirements as listed below to qualify: 1) Teacher must be a fulltime certified employee for the 2014 -2015 school year. 2) Teacher must receive a minimum of a 3 on the observation score for the TEAM evaluation Mode. 3) Teachers who retire at the end of 2014-2015 are eligible but teachers not returning for the 2015-2016 school year are not eligible. 4) Teacher may not miss more than 10</p>	<p>If all requirements are met, we estimate the total cost of the TVASS bonus to cost \$48,000 (which excludes benefits) and the ACT bonus to cost \$30,000 (which excludes benefits).Funding from the 2014-2015 increase for salary improvements will be utilized. These funds will be those designated outside any other</p>	<p>These two performance bonuses makes up .7% of the district's annual salary costs (excluding benefits)</p>

			<p><i>days for the 2014-2015 school year with the only exception being FMLA, Military or absences from system approved professional activities – with this exception, bonus compensation will be prorated per percentage of days attended.</i></p>	<p><i>BEP funding improvements or funds generated by student growth. Other revenue increases will be reviewed on available funding and local system needs. As data becomes available after the 2014-2015 school year, data validation and attributions will begin with a target date of October 2015 for complete payouts. All amounts and criteria for eligibility are subject to local board approval and local, state, and federal funding remaining at current levels. The approved plan commits the system for the 2014-2015 school year only and will</i></p>	
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				<i>be reviewed annually for sustainability and its systemic impact.</i>	
<b>Education</b>	<i>The district will continue scheduled salary increases for teachers with M.S. degrees and above and on years of experience (please see attached schedule).</i>	<i>Base pay increases will be given for advanced degrees and years of experience as stated on the attached salary schedule.</i>	<i>All teachers Prek – 12 will be eligible for base pay increases as they obtain additional college credit in the education field. Teachers must turn in a current transcript documenting the hours or degree earned. Currently we have approximately 83 Teachers with degrees above the basic BS degree. They will also be eligible for base pay increases for experience as they increase each year up to 20 years.</i>	<i>The system estimates that it will cost approximately \$57,000 (which excludes benefits) for these base pay increases. We will also estimate another \$50,000 (which excludes benefits) for possible degree changes. We will continue to utilize local funding for education and experience above state allocation thru BEP.</i>	<i>The estimated increases in education and experience makes up 1% of the district's annual salary costs (excluding benefits)</i>
<b>Experience</b>	<i>After the 15<sup>th</sup> year, a salary increase will be paid in 5 year increments of \$200</i>	<i>Base pay increases will be given for years of experience after the 15<sup>th</sup> year. This increase will be paid in 5 year increments of \$200.</i>	<i>All teachers PreK – 12 will be eligible for this base pay increase for experience as stated in the description for this pay element. Currently we have approximately 51 Teachers falling in this category.</i>	<i>The system expects to pay out approximately \$30,000 (which excludes benefits) to pay this base pay increase. We will continue to utilize local funding for this experience.</i>	<i>The estimated increases in experience makes up .3% of the district's annual salary costs (excluding benefits)</i>

<b>Additional Instructional Roles or Responsibilities</b>  (additional element added to 2015-16 plan)	<b>Instructional Leaders and Responsibilities</b>	<i>The district will further its implementation of PLCs through the creation of the role of Teacher Leaders in each grade level or department in the subject areas of English Language Arts and Math. Highly effective teacher leaders will receive a stipend to lead and facilitate the monthly PLC meetings. These teachers will serve on the School Leadership Teams and Curriculum Teams. They will also serve as teacher mentors.</i>	<b>District and school administrators will screen for qualities which include the following:</b> <ol style="list-style-type: none"> <li>1. Being effective teachers in the classroom.</li> <li>2. Having a teacher effect score of 4 or 5</li> <li>3. Possessing leadership and facilitation skills</li> </ol> <b>*Draft of job description is attached.</b>	<b>The payout will be given yearly in the form of a \$1,000 stipend for 12 Teacher Leaders for a total of \$14,000.</b> <ul style="list-style-type: none"> <li>• 2 at high school</li> <li>• 2 at middle school</li> <li>• 10 at elementary school</li> </ul> <b>The payout of \$14,000 will be made in June 2016.</b>	<b>The percentage of salary expenditures (excluding benefit costs) is .1%.</b>
Other					