

Warren County Schools

2016-17 Differentiated Pay Plan

| Differentiated Element | Description | Compensation Type and Size | Reach | Estimated Cost | Estimated Salary Expenditures |
|--|---|--|---|--|--|
| | Describe how the district will differentiate for this element. Include the eligibility criteria for receiving the award (such as minimum attendance or evaluation score). | Will the compensation be given as a bonus or a base pay increase? How much will qualifying teachers receive? | Eligibility: How many teachers are eligible for this type of compensation? Forecasted participation: How many teachers do you estimate will receive the award? | How much does the district estimate it will pay out for this differentiated pay element? | What percentage of salary expenditures (excluding benefit costs) does this element cover? |
| Hard-to-Staff (School, Subject, or Placement) | | | | | |
| Performance | | | | | |
| Additional Instructional Roles or Responsibilities | <i>In the 2016-17 school year we plan to continue to pay an 11th month of salary to our Instructional Coordinators in all schools. Instructional Coordinators will work 2 weeks after school is out and 2 weeks prior to school beginning to organize data and curriculum in preparation for students return. They also will work directly with teachers to help them prepare for the start of school.</i> | <i>The compensation will be given as a base pay increase for the instructional coordinators and will be a bonus for the Principal Mentors.</i> | <i>Eligibility: 10 Instructional Coordinators and 2 Principals.</i> <i>Forecasted Participation: 10 Instructional Coordinators and 2 Principals.</i> | <i>We estimate that this plan will cost us approximately \$55,000 for this pay plan.</i> | <i>This salary expenditure would be a very small but manageable percentage given the fact that our reserves were impacted by the loss of students during the</i> |

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|--------------------|--|--|--|--|-----------------------------|
| | <i>In addition we plan to pay a stipend to two experienced Principals to serve as mentors for newly assigned Principals in the district.</i> | | | | 2015-16 school year. |
| Education* | | | | | |
| Experience* | | | | | |
| Other | | | | | |

**Education and experience are not differentiated pay elements and do not count toward the mandated criteria.*