

Perry County 2015-16 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)					
Performance	<p>1. The district will incorporate a new performance bonus pool from our New Equity Money for the 2015-16 school year.</p>	<p>1. Teachers will receive a share of the bonus pool based on composite evaluation scores.</p> <p>2. Teachers with a 2 will receive one share, teachers with a 3 will receive two</p>	<p>1. All teachers must be fulltime certified employees for the 2015-16 school year.</p> <p>2. Teachers may not miss more than 10 days for the 2014-15 school year with only exceptions being FMLA, Military or absences from system</p>	<p>\$54,870</p>	<p>43%.</p>

		<p><i>shares, teachers with a 4 will receive three shares, and teachers with 5 will receive 4 shares of the bonus pool.</i></p>	<p><i>approved professional activities.</i></p> <p><i>3. Teachers who retire at the end of 2014-15 year are eligible but teachers not returning for the 2015-16 school year are not eligible.</i></p> <p><i>4. 2013-14 school year 61 teachers received the bonus.</i></p>		
Additional Instructional Roles or Responsibilities	<p><i>1. Perry County will fund Extended Contract</i></p>	<p><i>1. Teachers with a composite evaluations score of 3 or will receive as Extended Contract as a bonus if the sign up for summer school or after school tutoring.</i></p>	<p><i>1. Eight Teachers for afterschool and four teachers for summer school.</i></p>	\$14,000	11%
Education	<p><i>1. Perry County School System will fund Career ladder.</i></p>	<p><i>1. Career Ladder will be based on previous levels and added to base pay.</i></p>	<p><i>1. Teachers that have Career Ladder.</i></p>	\$5,000	4%
Experience	<p><i>1. In 2014-15 school year we added one percent to our pay scale.</i></p>	<p><i>1. Base</i></p>	<p><i>2. All</i></p>	\$42,830	34%

	<p>2. Perry County will use the 2014-15 salary schedules.</p> <p>3. Perry County will continue to use scheduled salary increases for teachers with M.S. degrees and above.</p> <p>4. Perry County will continue salary increase based on years of experience.</p>				
Other	<p>1. Principal and supervisors performances contracts.</p>	<p>1. The Contracts will be given as bonuses.</p> <p>2. \$1000 maximum based on school report card and system report card.</p>	1. Ten total.	\$10,000	8%