

**2015-16 Macon 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)	N/A				
Performance	N/A				
Additional Instructional Roles or Responsibilities	<p><i>1)Teachers will be compensated for providing additional instructional support by performing additional duties in order to build capacity and increase teacher effectiveness.</i></p> <p><i>2)All duties will be required to be aligned to the district's strategic plan as well as the state accountability model.</i></p> <p><i>3)Roles and responsibilities will be defined annually with written job descriptions and an evaluation component to be required.</i></p> <p><i>4)Any person receiving compensation for additional roles and responsibilities must have received at least a 4 on</i></p>	<p><i>1)All compensation amounts will be defined with a minimum level of \$1,000 and not to exceed \$5,000 annually. The level of compensation will not be based on an hourly rate.</i></p> <p><i>2)All levels of compensation will be based on factors to be identified in Administrative Procedures developed annually and approved by the Director of Schools. These procedures will include guidelines for the selection, payment schedules, and targeted areas ect.</i></p>	<p><i>All teachers with at least a 4 on the observation score of the TEAM evaluation model are eligible. Currently we have 86 teachers with a 4 or higher score.</i></p> <p><i>We anticipate no more than 5 teachers to receive this pay.</i></p>	<p><i>1)\$55,000 current expenditures in the 2015-16 fiscal year for additional roles and responsibilities. We are increasing funds to make up for the loss of extended contract monies. The additional fund will be used for after school tutoring and high school summer school.</i></p> <p><i>2)Additional funds identified</i></p>	<p><i>The percent will be determined by available funds.</i></p>

	<p><i>the observation score of the TEAM evaluation model.</i></p> <p><i>5)In order for teachers to receive full levels of compensation or be considered for additional roles and responsibilities, they can't miss more than 10 days. This does not include staff members who are on FMLA or Military leave or days missed due to professional responsibilities such as professional development or conferences. These attendance levels will be approved annually by the Director of Schools.</i></p> <p><i>6) Teachers must be full-time employees to be considered for these roles.</i></p>			<p><i>for salary improvement from TDE in 2015-16 will be considered to enhance the amount of funding and support to be provided. This does not include any BEP increases in ADM or other BEP improvements outside those designated for salary improvement.</i></p> <p><i>3) This plan is subject to review annually and only commits Macon County for the 2015-16 fiscal year.</i></p>	
<b>Education</b>	<i>The District will maintain its existing salary schedule, including payment for advanced degrees</i>	<i>Based on current salary schedule</i>	<i>All teachers are eligible - 23% of teachers have advanced degrees</i>	<i>\$278,950</i>	<i>The percent will be determined by available funds</i>
<b>Experience</b>	<i>The District will maintain its existing salary schedule, including step increases for years of experience</i>	<i>Based on current salary schedule</i>	<i>All teachers are eligible for step raises up to 21 years</i>	<i>\$228,000`</i>	<i>The percent will be determined by available funds</i>
<b>Other</b>					