

2015-16 Smith 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>
Performance	<p>The district will continue to offer a traditional salary schedule (step/lane schedule that uses years of experience and education level to determine educator's increases in base pay) and will offer a bonus to each educator based on the 2015-2016 overall level of effectiveness meeting the following criteria:</p> <p>Level 3 - \$200 Level 4 - \$250 Level 5 - \$300</p>	<p>The award will be given as a bonus payable in November 2016 for attainment from the 2015-2016 school year. Educators who obtained an overall level of effectiveness will receive a bonus based on the following criteria:</p> <p>Level 3 - \$200 Level 4 - \$250 Level 5 - \$300</p>	<p>This award will be available for educators who are fulltime employees, meet the attendance requirement, and obtain an overall level of effectiveness criteria of Level 3, Level 4, or Level 5. Based on the Human Capital Data Report 2013-14 the estimation of the overall level of effectiveness on the total number of teachers would be:</p> <p>Level 3 - 102 Level 4 - 46 Level 5 - 44</p>	<p>The estimated total for this is \$45,100.</p>	<p>This award makes up 0.005% of the district's annual salary costs.</p>
Nationally Recognized through Board Certification	<p>Upon receipt of National Board Certification the district will supplement the salary on a yearly basis.</p>	<p>The amount of supplement will be \$1,000.</p>	<p>This award will be available to any teacher who becomes Nationally Board Certified per year.</p>	<p>The estimated cost for this is \$5,000.</p>	<p>This award makes up less than .02% of the district's annual salary costs.</p>