

FAYETTEVILLE CITY SCHOOLS DIFFERENTIATED PAY SCALE 2015-16

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					
Additional Instructional Roles or Responsibilities	<p><i>Bonuses for additional duties.</i></p> <p><i>5 @ \$2,000 per contract. Please be aware that contracts may be divided among multiple individuals.</i></p>	<p><i>Bonuses for additional duties.</i></p> <p><i>5 contracts (contracts may be shared by more than one individual) @ \$2,000 per contract.</i></p>	<p><i>All teachers will be eligible and five teachers will receive contracts based upon meeting rubric criteria and committee selection of individuals</i></p>	<p><i>The estimated cost of these awards is \$10,000.</i></p>	<p><i>This will comprise less than 1% of the district salary expenditure</i></p>

	<p><i>System committee made rubric will be used to assess those interested in positions</i></p> <p><i>Specific Contract Duties-</i></p> <ol style="list-style-type: none"> <i>1. At Risk Student Enrichment Interventionist(s) (K-4)- Responsible for working with students before and or after school to assess student data, identify, and provided specific needed RLA and Math intervention.</i> <i>2. STAR Enterprise/ Renaissance Learning Data Evaluation Trainer- Responsible for teacher training and mentorship of teachers</i> <i>3. At Risk Student Enrichment Interventionist(s) (5-8)- Responsible for working with students before and</i> 	<p><i>Estimated at \$20 per hour with a maximum of 100 hours</i></p>			
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	<p><i>or after school to assess student data, identify, and provided specific needed RLA and Math intervention.</i></p> <p>4. Instructor Mentor(s)- <i>Responsible for teacher training and mentorship of teachers who based on teacher effect scores of 1 or 2 are in need of intensive assistance. Responsibilities will included but not be limited to assistance with pacing guides, lesson planning, technology assistance, modeling, data analysis, and formative assessment creation.</i></p> <p>5. ACT Preparation Trainers- <i>Responsible for doing content specific ACT specific training for students</i></p>				
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	<i>with a goal of increasing student scores.</i>				
Education	<i>The district will include continue with Bachelor's, Master's, and advanced degrees for eligible based pay as shown in the attached 2015-16 salary schedule.</i>	<i>Advanced degrees will be awarded with a base pay increase. An additional \$2000 per position will be added as part of their base salary.</i>	<i>The district currently has roughly 60% of its teachers with an advanced degree</i>	<i>The estimated cost of this element is \$302,400.</i>	<i>This will comprise about 5.3% of district salary expenditures</i>
Experience	<i>The district will continue to award step increases for each year of experience. The attached salary schedule contains the 2015-2016 figures. This will be updated to reflect state and local funding bodies' funding levels. Each teacher will earn a yearly step increase for years of experience up to 25 years. All teachers are eligible. The average step increase in the district is \$570 per year. The estimated cost is \$71,820. This experience payments makes up approximately</i>	<i>Each teacher will earn a yearly step increase for years of experience up to 25 years.</i>	<i>All teachers are eligible.</i>	<i>Currently the estimated cost is \$0. This would vary, but should not be significant. Each teacher will earn a yearly step increase for years of experience up to 25 years. All teachers are eligible. The average step increase in the district is \$570 per year. The estimated cost is \$71,820. This experience payments makes up approximately 1.3%</i>	<i>This experience payments makes up approximately 1.3% of the districts expenditures on salary.</i>

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	<i>1.3% of the districts expenditures on salary.</i>			<i>of the districts expenditures on salary.</i>	
Other					