

CAMPBELL 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>The district will offer bonus pay (stipend) for the following additional roles and/or responsibilities: Teacher Leader/PLC Facilitators to support and mentor first year teachers, facilitator/support the collaboration of teacher school team structures to improve classroom instruction and student</i>	<i>The compensation will be given as a bonus/stipend. The hourly rate will be \$25.00 per hour for a maximum of \$1500.00 per year.</i>	<i>The number of eligible teachers will be approximately 6 teachers including elementary, middle, and high schools.</i>  <i>Forecasted participation: All 12 district schools will</i>	<i>The estimated cost for 6 teachers will be \$ 9,000.00 including benefit.</i>	<i>0.04%</i>

	<i>learning/achievement, monitor the use of data and assessments. Highly effective teachers (Level 4 or 5) will be selected for the Teacher Leader/PLC Facilitator roles to lead, facilitate, and mentor in the schools.</i>		<i>share a Teacher Leader/PLC Facilitator.</i>		
<b>Education*</b>	<i>The district will include Bachelor's, Master's, Master's plus 45, Educational Specialists and Doctoral degrees for eligible base pay compensation as shown in the attached proposed 2016-2017 salary schedule.</i>	<i>The compensation will be base pay and qualifying teachers will receive the amount specific to degree level.</i>	<i>All teachers will be eligible for this compensation based on the specified degree criteria.</i>	<i>No additional cost to pay plan.</i>	
<b>Experience*</b>	<i>The district will continue to provide step increases for each year of experience as shown in the attached 2016-2017 salary schedule.</i>	<i>Each teacher will earn a yearly step increase for years of experience.</i>	<i>All teachers are eligible.</i>	<i>No additional cost to pay plan.</i>	
<b>Other</b>	<i>The district will offer a teacher attendance bonus.</i>	<i>The compensation will be for any unused sick days for the 2016-2017 school year up to 10 days paid at a rate of \$50.00 per day for a maximum bonus pay out of \$500.00.</i>	<i>All certified teachers are eligible for this compensation and only sick days accumulated during the 2016-2017 school year will count toward bonus and will be paid at the end of the school year.</i>	<i>The estimated maximum cost of this bonus will be \$182,103.00.  The district expects to fund this cost by the realignment of certified teacher</i>	<i>0.01%</i>

				<i><b>substitute budget line.</b></i>	
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*\*Education and experience are not differentiated pay elements and do not count toward the mandated criteria.*