

# Alvin C. York Agricultural Institute

## 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)	<i>The District will offer a signing bonus and retention bonus in the hard-to-staff area of secondary Chemistry.</i>	<i>The award will be given as a two part bonus. \$1,000 at the time of signing and an additional \$1000 at the end of the school year when evidence of Level 3 or higher TVAAS scores are available.</i>	<i>This award will be available to new Chemistry teachers in the district as needed.  Existing teachers (2) in Chemistry will also be eligible for the same bonus as a retention incentive</i>	<i>The maximum cost of this element would be \$4000 (\$4907 with benefits)</i>	<i>This salary increase would be .05% of the total current Instructor salary.</i>
Performance	<i>The District will offer a bonus to Instructors/Inclusion Instructors teaching EOC/EOY-tested classes. Those Instructors/Inclusion</i>	<i>The compensation will be given as a bonus when Instructor/Inclusion</i>	<i>24 individual Instructors, teaching 20 assessed classes covering 9 required</i>	<i>The maximum cost of this element would be \$24,000</i>	<i>This salary increase would be 1% of the total current</i>

	<i>instructors meeting or exceeding their projected EOC/EOY predicted gains in each subject area, as set by the DOE, will receive additional pay.</i>	<i>instructor EOC/EOY scores from the individual teacher TVAAS Scores become available. Those meeting or exceeding the predicted gains will receive \$1,000 for each individual subject area that shows predicted gains met.</i>	<i>assessments would be eligible for the bonus. It is possible for 24 bonuses to be paid out.</i>	<i>(\$29,444with benefits).</i>	<i>Instructor salary.</i>
<b>Additional Instructional Roles or Responsibilities</b>	<i>Evaluators: Lead teachers in their departments who have attended mandated state evaluator training and passed the required test and have a teacher TVAAS score of 4 or 5, will be eligible for performance pay when their assigned evaluations have been completed.</i>	<i>Evaluator pay will be given as a bonus at the rate of \$1,000 per evaluator.</i>	<i>Six teachers will be eligible for this bonus. All six individuals should complete their assigned evaluations and receive the bonus.</i>	<i>The maximum cost of this element would be \$6,000 (\$7,361.00 with benefits).</i>	<i>This salary increase would be .02% of the total current Instructor salary.</i>
<b>Education*</b>	<b><i>Based On Attached Schedule</i></b>				
<b>Experience*</b>	<b><i>Based On Attached Schedule</i></b>				
<b>Other</b>	<i>This will apply to all faculty that receive an evaluation of 3, 4 or 5. Faculty that receive an evaluation score of 1 or 2 are not eligible. Faculty with a 98% attendance</i>	<i>For all tested and non-tested faculty that meet the requirements, they will receive a \$500 bonus at the end of the year.</i>	<i>43 individual tested and non-tested faculty covering 147 classes. It is possible for 43 bonus to be paid.</i>	<i>The maximum cost of this element would be \$21,500</i>	<i>This bonus increase would be 1% of the total current</i>

	<b><i>based on 180 day instructional time and 100% for 5 days of PD and 5 days of Administration time.</i></b>			<b><i>(\$26377 with benefits)</i></b>	<b><i>Instructor salary.</i></b>
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*\*Education and experience are not differentiated pay elements and do not count toward the mandated criteria.*