

Fayetteville City					
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	<p>Bonuses for additional duties.</p> <p>5 @ \$2,000 per contract. Please be aware that contracts may be divided among multiple individuals.</p> <p>System committee made rubric will be used to assess those interested in positions</p>	<p>Bonuses for additional duties.</p> <p>5 contracts (contracts may be shared by more than one individual) @ \$2,000 per contract.</p> <p>Estimated at \$20 per hour with a maximum of 100 hours</p>	All teachers will be eligible and at least five teachers will receive contracts based upon meeting rubric criteria and committee selection of individuals	The estimated cost of these awards is \$10,000.	This will comprise less than 1% of the district salary expenditure

	<p>Specific Contract Duties-</p> <ol style="list-style-type: none"> 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. 2. STAR Enterprise/ Renaissance Learning Data Evaluation Trainer- Responsible for teacher training and mentorship of teachers 3. At Risk Student Enrichment Interventionist(s) (5-8) Responsible for working with students before and or after school to assess student data, identify, and provided specific needed RLA and Math intervention. 4. Instructor Mentor/ Professional Development- Responsible for teacher training and mentorship of teachers 				
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	<p>Responsibilities will included but not be limited to assistance with pacing guides, lesson planning, technology assistance, modeling, data analysis, and formative assessment creation, and standards deconstruction.</p> <p>5. ACT Preparation Trainers- Responsible for doing content specific ACT specific training for students with a goal of increasing student scores.</p>				
Education*	<p>The district will include continue with Bachelor's, Master's, and advanced degrees for eligible based pay as shown in the attached 2016-17 salary schedule.</p>	<p>Advanced degrees will be awarded with a base pay increase.</p> <p>An additional \$3200 (on average) per position will be added as part of their base salary.</p>	<p>The district currently has roughly 60% of its teachers with an advanced degree</p>	<p>The estimated cost of this element is \$302,400.</p>	<p>This will comprise about 5% of district salary expenditures</p>
Experience*	<p>The district will continue to award step increases for each year of experience.</p> <p>The attached salary schedule contains the 2016-2017 figures.</p>	<p>Each teacher will earn a yearly step increase for years of experience up to 20 years. The average step increase</p>	<p>All teachers are eligible.</p>	<p>The estimated cost is \$41,085.</p>	<p>This experience payments makes up .7% of the districts expenditures on salary.</p>

	This will be updated to reflect state and local funding bodies' funding levels.	in the district is \$415 per year. Years 21-24 receive a 1% raise only.			
Other					