

2015-16 Tipton 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>
Hard-to-Staff (School, Subject, or Placement)	<i>School Psychologist</i>	<i>\$5000 annually</i>	<i>3</i>	<i>\$15,000.00</i>	<i>.02</i>
	<i>Alternative Learning Center Teachers/Administrators</i>	<i>8.5% of annual salary</i>	<i>9</i>	<i>\$36,000.00</i>	<i>.07</i>
	<i>Speech Pathologists</i>	<i>10% of annual salary</i>	<i>12</i>	<i>\$58,000.00</i>	<i>.11</i>
	<i>Vocational</i>	<i>\$1000-\$4000 annually</i>	<i>15</i>	<i>\$40,000.00</i>	<i>.08</i>
	<i>Teen Learning Center Teachers/Administrators</i>	<i>8.5% of annual salary</i>	<i>6</i>	<i>\$26,000.00</i>	<i>.04</i>
Performance	<i>Teacher Incentive Fund Grant – final payout 2013-2014 school year</i>				
Additional Instructional Roles or Responsibilities	<i>Broadcasting</i> <i>Building Level Mentors</i> <i>Choir</i> <i>Department Chairs</i> <i>FTA Sponsor</i> <i>Foreign Language Club</i> <i>Grade Level Chairs</i> <i>Guidance Counselors</i>	<i>1.25% of annual salary</i>	<i>152</i>	<i>\$113,000.00</i>	<i>.22</i>

	Instructional Coaches NJHS Sponsor Resource Facilitator School Wide Inst. Facilitators Student Council Sponsor Webmasters Yearbook Sponsor				
Education	Teachers or administrators receiving an advanced degree up to a doctoral degree will receive an increase in base pay	Increase in base pay Average increase \$4000	20 forecasted to receive in 2015-2016	\$80,000.00	.18
Experience	Teachers or administrators will receive an increase in base pay for each year of experience up to 20 years	Base pay Average increase \$550	Administrators – 22 Teachers – 600	\$380,000.00	.90
Other					