

Dayton City 2015-16 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>The district will offer a signing and retention bonus in the hard-to-staff area of middle school math and science. This will include positions in general math, pre-algebra and algebra I and middle school science.</i>	<i>The award will be given as a two-part bonus. \$1,000 at the time of signing and an additional \$1,000 when teacher gains tenure.</i>	<i>This award will be available to new teachers in the district. The district typically hires 1 position per year in the areas defined.</i>	<i>The estimated total is \$4,000 (\$1,000 each for four teachers)</i>	<i>The award makes up less than 2% of the district's annual salary cost</i>
Performance	<i>The district has incorporated a bonus system that uses teacher effectiveness score (Level 4 &5). Teachers who have these scores from the 2014-2015 school year will receive a one-time bonus.</i>	<i>The bonus will be paid one time in November, 2015 check. Level 5 teachers will receive \$300 and Level 4 teachers will receive \$150</i>	<i>All Teachers (61 Total) are eligible for the bonus since all teachers receive an effectiveness score. Based on 2014-2015 school year, we estimate 30-40 teachers will receive bonuses.</i>	<i>We estimate between \$12,000-\$15,000 for this performance bonus. The district will pay for this with monies from eliminating EDS and Doctorate pay lanes.</i>	<i>This award makes up less than 1% of the districts annual salary cost</i>
Additional Instructional Roles or Responsibilities					

Education	<i>The district will include Bachelor's and Master's degrees for eligible base pay compensation as shown in attached 2015-2016 salary schedule. Degrees above Eds will no longer be compensated in base pay</i>	<i>Master's and Advanced degrees will be awarded with a base pay increase. Those teachers currently enrolled in programs prior to July 1, 2014 will be eligible for base pay increases on the previous year's schedule, provided that those programs are completed by July 1, 2016</i>	<i>The district currently has 5% of its teachers with an advanced degree above the Master's Level</i>	<i>The estimated cost of this element is \$160,000 per year. The district expects to fund this cost by eliminating the Master's +30 and Doctorate pay lanes</i>	<i>This will comprise about 6% 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 proposed amounts</i>	<i>Each teacher will earn a yearly step increase for years experience</i>	<i>All teachers are eligible</i>	<i>The average step increase in the district is \$500 per year. The estimated cost is \$40,000 per year.</i>	<i>This experience payment makes up about 1% of the districts salary</i>
Other	<i>The district will award longevity bonuses based on years of employment</i>	<i>The amounts vary each year based on the total award of Rural Grant funds given to the district. The bonuses are also based on years of employment in the district.</i>	<i>Approximately 40 teachers will be eligible for the award in the 2015-2016 school year</i>	<i>Estimated cost will be \$15,000 but the final total will be based on what is received from the grant.</i>	<i>The grant is not part of the salary schedule.</i>