



Carroll County Schools Differentiated Pay Plan 2015-2016

I. Description of Differentiated Elements (Required) Section)

Directions: For each element of the district's differentiated pay plan, use the table below to provide a description of how the district will differentiate pay. The plan must include **at least one** of the elements listed below in the left-hand column, **in addition to education and experience**. As a reminder, **education and experience do not qualify as a type of differentiated pay. They are collected in the table below for contextual information.**

Many plans may include a combination of several elements; therefore, please add rows or repeat differentiated elements as needed. For example, the plan may include two different types of additional instructional roles. Also, please feel free to delete from the table or leave blank any differentiated elements that will not be used in your plan. See the Supplemental documents tab on the [website](#) to view a sample table that contains an example of each type of differentiated element.

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 Carroll County School District will pay tuition for special education or career and technical education teachers at a rate of one (1) three-hour course per year.</i>	<i>The cost of the course work will be reimbursed to the employee upon proof of course completion. The district will pay tuition for one (1) three-hour course per school year in a state or privately accredited college or university provided the teacher is enrolled in a program of study.</i>	<i>All currently employed teachers employed by the Carroll County School System will be eligible for this compensation.</i>	<i>The estimated total for this is \$5000.</i>	<i>Hard-to-Staff incentives make up slightly less than 1% (.008) of the salary expenditures.</i>

	<p><i>The Carroll County Board will pay for one (1) course or a training class which will lead to Industry Certification per school year.</i></p> <p><i>The Carroll County Board of Education will pay the cost of Praxis test for any full-time teacher employed by the Carroll County Board of Education.</i></p>	<p><i>The Board will reimburse the cost of the course upon proof of completion of the course.</i></p> <p><i>The Board will reimburse the employee upon proof of a passing score.</i></p>	<p><i>Teacher eligibility will be determined by the superintendent or his/her designee depending upon hard-to-staff criteria and district needs.</i></p> <p><i>Teacher eligibility will be determined by the superintendent or his/her designee depending upon hard-to-staff criteria and district needs</i></p>	<p><i>The estimated total for training leading to Industrial Certification is \$1000.</i></p> <p><i>The estimated total for passed Praxis test is \$500.</i></p>	
Performance					
Additional Instructional Roles or Responsibilities					
Education					
Experience					
Other	<p><i>The Carroll County Board will award all certified employees that meet the established criteria for outstanding attendance an equal share of funds. A full description of the exemplary attendance standards is attached.</i></p>	<p><i>The award will be given as a one-part bonus at the end of the school year.</i></p>	<p><i>All full time teachers and school level administrators are eligible to receive the award.</i></p>	<p><i>The district estimates a total of \$8658 to be awarded through the outstanding attendance incentive program.</i></p>	<p><i>This bonus program will make up approximately ½ of 1% of the salary expenditures.</i></p>

Carroll County Schools 2015 – 2016 Exemplary Attendance Award Program

The exemplary attendance award program allows certified employees of the Carroll County School System to earn a bonus through exemplary attendance. Eligible employees will receive a share of the total funds appropriated for this program. A total of \$8658 has been budgeted for this program. The amount of each individual share will be dependent upon the number of certified employees that meet the criteria for this award. The maximum amount of a share will be limited to \$800.

The exemplary attendance award may be earned by meeting any one of the following criteria.

1. The certified employee does not miss more than two days in the first semester of the school year.
2. The certified employee does not miss more than two days in the second semester of the school year.
3. The certified employee does not miss more than five days during the entire school year.

To be eligible for the award, a Carroll County certified employee must not miss more than five days for the entire school year. Three tardies will be counted as one absence in relationship to the Carroll County Exemplary Attendance Award Program.