



## 2015-16 Differentiated Pay Plan Submission Template

BRADLEY COUNTY SCHOOLS

### I. Description of Differentiated Elements (Required Section)\*

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>
<b>Additional Instructional Roles or Responsibilities</b>	The compensation will be given yearly in the form of a stipend to teachers who may serve in roles such as PLC Facilitators, Data Team Leader, Instructional Coach, or providing content area support. The criteria for the award are outlined below.	<p>The compensation will be given yearly in the form of a stipend at the end of the 2015-2016 school year.</p> <p>The stipend will be given in an amount not to exceed to \$1,000 with a minimum of \$500.</p>	One teacher per elementary school will be eligible for this compensation for a total of 11 elementary teachers. Two teachers per each traditional secondary school will be eligible for a total of 8 secondary teachers. One teacher per Virtual School and GOAL Academy may be eligible. The total number of possible recipients would be 21.	Maximum amount not to exceed \$21,000.	From Certified Teacher salary expenditures this would be approximately 1%.
<b>Experience</b>	The district will continue to award step increases for each year of experience. See attached salary schedule for proposed amounts.	Each certified teacher will earn a yearly step increase for years of experience.	All certified teachers are eligible.	The estimated cost is \$390,000.	The experience payment makes up 1% of the district's expenditures on certified salaries.