



Alvin C. York Agricultural Institute 2015-16 Differentiated Pay Plan

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>
Performance	<p><i>The District will offer a bonus to Instructors teaching EOC/EOY-tested classes. Those Instructors meeting or exceeding their projected EOC/EOY predicted gains in each subject area, as set by the DOE, will receive additional pay.</i></p>	<p><i>The compensation will be given as a bonus when Instructor EOC/EOY scores are available. Those meeting or exceeding the predicted gains will receive \$1,000 for each individual subject area that shows predicted gains met.</i></p>	<p><i>20 individual Instructors, teaching 20 assessed classes covering 9 required assessments would be eligible for the bonus. It is possible for 20 bonuses to be paid out.</i></p>	<p><i>The maximum cost of this element would be \$20,000 (\$24,536 with benefits).</i></p>	<p><i>This salary increase would be 1% of the total current Instructor salary.</i></p>
Additional Instructional Roles or Responsibilities	<p><i>Evaluators: Lead teachers in their departments who have attended mandated state evaluator training and passed the required test will be eligible for performance pay when their assigned evaluations have been completed.</i></p>	<p><i>Evaluator pay will be given as a bonus at the rate of \$1,000 per evaluator.</i></p>	<p><i>Six teachers will be eligible for this bonus. All six individuals should complete their assigned evaluations and receive the bonus.</i></p>	<p><i>The maximum cost of this element would be \$6,000 (\$7,361.00 with benefits).</i></p>	<p><i>This salary increase would be .02% of the total current Instructor salary.</i></p>
	<p><i>The District will offer a signing bonus and retention bonus in</i></p>	<p><i>The award will be given as a two part bonus. \$1,000 at</i></p>	<p><i>This award will be available to new Chemistry teachers in the district as needed.</i></p>	<p><i>The maximum cost of this element would be</i></p>	<p><i>This salary increase would be .05% of the</i></p>

Hard-to-Staff (Subject, or Placement)	<i>the hard-to-staff area of secondary Chemistry.</i>	<i>the time of signing and an additional \$1000 at the end of the school year when evidence of satisfactory evaluation results are also available</i>	<i>Existing teachers (2) in Chemistry will also be eligible for the same bonus as a retention incentive</i>	<i>\$4000 (\$4907 with benefits)</i>	<i>total current Instructor salary.</i>
Education	<i>Based on attached schedule</i>				
Experience	<i>Based on attached schedule</i>				