

2015-16 Union 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>
Performance	<p>Principal Evaluation:</p> <p>Principals receiving a 3,4,5 on their summative evaluation will earn bonus pay</p>	<p>Level 3 \$500.00</p> <p>Level 4 \$750.00</p> <p>Level 5 \$1,000.00</p>	<p>9 Principals will be eligible</p>	<p>\$9,000</p>	<p>This award makes up 1.6% of the districts cost on the principal's salary line in the district's budget.</p>
Additional Instructional Roles or Responsibilities	<p>(1) Tutoring</p> <ul style="list-style-type: none"> Level 3,4,5 teacher Principal recommendation and teacher application ELA and Math endorsement considered first Portfolio of data and skills taught <p>(2) Teacher Mentors</p> <ul style="list-style-type: none"> Level 3,4,5 teachers 	<p>(1) \$3,000 bonus pay for 20 day contract</p> <p>(2) \$1,500 bonus pay for year.</p> <p>(3) \$3,000 bonus pay for 20 day contract</p> <p>(4) \$1,500 per year bonus pay</p> <p>(5) \$10,000.00 per teacher</p> <p>(6) \$1,500 per teacher for 10 day contract</p>	<p>(1) 17 positions will be available for this compensation.</p> <p>(2) 6 positions will be available</p> <p>(3) 6 positions will be available</p> <p>(4) 5 positions will be available</p> <p>(5) 3 positions will be available</p> <p>(6) 9 positions (1 for each elementary and 2 middle and high school)</p>	<p>(1) \$51,000</p> <p>(2) \$9,000</p> <p>(3) \$18,000</p> <p>(4) \$22,500</p> <p>(5) \$30,000</p> <p>(6) \$13,500</p>	<p>This award makes up 4% of the district's annual salary cost.</p>

	<ul style="list-style-type: none"> • <i>Principal recommendation and teacher application</i> • <i>Attend approved mentoring training</i> • <i>Weekly meetings</i> • <i>Agree to mentor Level 1, 2 teachers as well as novice teachers</i> <p><i>(3) Curriculum and Formative Assessment Development</i></p> <ul style="list-style-type: none"> • <i>Level 3, 4,5 teachers</i> • <i>Principal recommendation and application</i> • <i>Experienced in subject need as dictated by needs</i> • <i>Training in common core</i> <p><i>(4) PLC Leader</i></p> <ul style="list-style-type: none"> • <i>Level 3, 4, 5 teacher</i> • <i>Trained in PLC leadership</i> • <i>Visit highly effective PLC schools</i> <p><i>(5) Additional teaching responsibilities during the work day in hard to staff positions. Level 3-5 math teachers who agree to give up their planning period to add an</i></p>				
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	<i>additional math class at the high school will be compensated. (6) Technology Leader</i>				
Education	<i>Only teachers with an advanced degree in the subject area they are currently teaching will receive advanced degree pay on the current salary scale. Examples of advance degrees not eligible are curriculum and instruction as well as administrative. The director of schools will have final approval of acceptable advance degrees.</i>	<i>Base Pay Increase. The amount of pay increase depends on where the employee is on the pay scale for years of experience.</i>	<i>All teachers are eligible for this for this program. 1 teacher is currently enrolled in a M.S. program in the area which he is currently teaching.</i>	<i>\$500.00-\$700.00 per year</i>	<i>This represents less than 1% of the districts expenditures on salary.</i>
Other					