



2015-16 Jefferson County Differentiated Pay Plan Submission

| Differentiated Element | Description | Compensation Type and Size | Reach | Estimated Cost | Estimated Salary Expenditures |
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| | <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) | | | | | |
| Performance | <p>When funds are allocated for the performance component of the differentiated pay plan a percentage amount will be paid to teachers at one of three (3) qualifying teacher performance levels: Level 5, Level 4, or Level 3. Level 1 and Level 2 teachers will not be eligible for performance based pay. Funds included in the salary schedule in the performance component category will be paid to teachers on an annual basis who achieve Level 5, 4, or 3 on the basis of composite</p> | <p>Each year a determination will be made of the total amount of funds available for salary increases for the coming year including a combination of the amount from BEP funding and the required local match to the BEP salary funding.</p> <p>When a teacher receives performance based pay at a particular level (5, 4, or 3) for the previous year but fails to sustain the qualifying criteria for the subsequent year the</p> | <p>All teachers are eligible.</p> <p>As an example-this past school year, 245 teachers achieved Level 5, 171 teachers achieved Level 4, and 88 teachers achieved Level 3. (New final teacher numbers will be known after July each year.) Under this proposed pay plan ~ 20% of new salary dollars will be contributed annually to this component. This will be paid out in a one-time payment in October, the following fall after annual TVAAS results</p> | <p>Under the example presented beside, a Level 3 teacher under the Performance Component would receive a one-time payment of \$102.25, a Level 4 teacher would receive \$204.50, and a Level 5 teacher would receive \$306.74. The total expenditure</p> | <p>Approximately 20% of any new salary funds</p> |

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| | <p>TEAM evaluation teacher effectiveness scores for the year.</p> <p>It will be necessary each year to ascertain the performance based increases in pay for those individuals who are Level 5, 4, or 3 teachers. This determination will have to occur after the completion of the school year when the appropriate data has been received from the state and reviewed by the school system. These will be lump sum payments paid retroactively for the previous school year probably in the month of September or October.</p> | <p>individual teacher's performance based pay will be adjusted to conform to the most recent composite TEAM evaluation teacher effectiveness score. This means that each individual teacher's attainment level (5, 4, or 3) for pay purposes under the Performance Component will be recalculated each year using the composite TEAM evaluation effectiveness score.</p> <p>On an annual basis once the total amount of salary funds available for raises is determined for the coming year it will be necessary to review and adjust as required the percentage of funds to be assigned to each of the individual components of the differentiated pay plan.</p> <p>See formula in next column. The final amount is dependent on new state funding for salaries.</p> | <p>are posted and final teacher effectiveness is reported.</p> <p>For purposes of demonstrating the calculation of the amount to be paid to teachers under the performance component of the Differentiated Pay Plan a fictitious amount will be used for demonstration purposes. For 2016 final Teacher Effectiveness, \$139,000 has been set-aside for performance pay/benefits. According to the 2015 teacher performance the amount to be distributed under the performance component would be $n = \\$102.25$</p> <p>According to the formula the individual amounts to be paid to teachers would be as follows (after employer costs are set-aside:</p> $\frac{\$119,119.03}{88 \times n + 171 \times 2n + 245 \times 3n} =$ <p>(# of Level 3s) (# of Level 4s) (# of Level 5s)</p> $n = \$102.25$ | <p>would have been \$119,119.03.</p> <p>The above is the amount to be set-aside. The final n count determination will depend on the final Teacher Effectiveness scores in summer of 2016.</p> | |
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| Additional Instructional Roles or Responsibilities | Teacher Mentors Instructional Coaches | <p>Teachers who mentor new teachers will receive \$300 the first year and \$200 the second year.</p> <p>Instructional Coaches will receive 10 additional days of pay in addition to a \$2400 supplement.</p> | <p>Mentor teachers are assigned based on the number of new teachers annually. Mentor teachers must have 5 years of teaching experience in order to be assigned this responsibility.</p> <p>Assignment of salary supplements for the increased responsibility component will vary from year to year based on the individuals assigned to the duties and the nature and type of the responsibilities that are selected to be performed.</p> <p>Instructional Coaches must have 5 years of classroom experience and it is preferred that they have a Masters' Degree.</p> <p>We anticipate that we will have 14 coaches.</p> | <p>The amount for teacher mentors is roughly \$20,000</p> <p>The amount for instructional coaches for the additional days and the additional supplement is roughly \$66,227 annually</p> | <p>This is already in the annual budget. This is a small percentage.</p> <p>About .0038%</p> |
| Education | The salary structure that has been used for years will | Use the Jefferson County School's 2015-2016 salary schedule as the | All teachers who earn additional degrees will be eligible. | This is an annual increase based on T and E. We | All new salary funds from 15-16 were |

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| | continue to be used, with the exception of M+ 30 hours. There will still be the following degrees honored: B, M, EdS, Dr. | base schedule for the development of the earned degree and earned experience components of the differentiated pay plan. As raises in salary are added to the earned degree and earned experience components of the salary schedule they become a permanent part of the salary schedule and are recurring from year to year. | | are working to balance our pay structure. When this has been smoothed the annual educational increase will be a 2% increase. | distributed equally across the schedule. |
| Experience | There will be 0-20 years of experience. | Use the Jefferson County School's 2015-2016 salary schedule as the base schedule for the development of the earned degree and earned experience components of the differentiated pay plan. As raises in salary are added to the earned degree and earned experience components of the salary schedule they become a permanent part of the salary schedule and are | All teachers will be eligible up to 20 years of experience. | This is an annual increase based on T and E. We are working to balance our pay structure. When this has been smoothed the annual step increase will be a 2% increase. | All new salary funds from 15-16 were distributed equally across the schedule. |

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| | | recurring from year to year. | | | |
| Other | | | | | |