

Hollow Rock Bruceton 2015-16 Differentiated Pay Plan

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)	NA				
Performance	<p>Teacher Attendance:</p> <p>The district will continue to incorporate a varied bonus compensation model from previous years. We will remove the part of the model that uses evaluation and AMO criteria to determine incentives. Attendance performance will continue to be criteria to determine incentives.</p>	<p>Attendance Bonus of \$300</p> <p>Required Level 3 or higher</p> <p>Miss 0-2 instructional days</p>	<p>All 50 teachers Eligible</p> <p>Forecasted: 14 teachers</p> <p>Based on the last two years of data gathered, the district anticipates 30% of teachers will receive a bonus pay incentive.</p>	<p>@\$15,000max</p> <p>@ \$4200(est.)</p>	<p><1%</p> <p>of salary cost</p>

Additional Instructional Roles or Responsibilities	Learning Leader Trainers Academic / Attendance Interventionist ACT Enrichment Leaders <i>Approved applicant required Level 4 or 5 teacher</i>	<i>LL Trainers \$1500</i> <i>AA Interventionist \$1,000</i> <i>ACT Enrichment Leaders \$1,000</i>	<i>E:22 teachers</i> <i>F:Learning LT = 3-8</i> <i>F:Interventionist=6</i> <i>F: ACT Enrichment Leader=2</i>	<i>@ 4,500</i> <i>12,000 Max</i> <i>@6,000Max</i> <i>@2,000 Max</i>	<i><1% of salary cost</i>
Education					
Experience					
Other					

¹ As listed in the estimated cost column from your 2014-15 plan

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<u>Type of Measure</u> <u>Role or Responsibility</u>	<u>Description</u>	<u>Amount</u>
LL Trainers (Learning Leader Trainers) (Required Level 4 or 5) to apply	Leaders will be trained in areas of district's needs Present information Support professional development of teachers	\$1500
AA Interventionists (Academic/Attendance) (Required Level 4 or 5) to apply	AA Interventionist will focus on at-risk students by assisting those students in subjects missed or failing to master content	\$1000
ACT Enrichment Leaders (Required Level 4 or 5) to apply	Leaders will research and meet to develop the curriculum/ pacing guide for ACT enrichment. They will assist and provide in-service to teachers. Perform other related duties assigned by principal or supervisor	\$1000
Attendance (Required Level 3 or higher)	Miss 0-2 Instructional Days	\$300

2015-16 Differentiated Pay Plan Eligibility—Teachers

1. Central office staff, substitute, and non-certified positions are *not* eligible for award amounts.
2. Employees must be employed in a position within 20 calendar days of the 1st day of school to be eligible for an award amount for that schools year. Employees must be continuously employed in an eligible position through the last day of school for an Attendance Award.
3. In application process for roles and responsibilities, level 4 or 5 teachers may be considered who show leadership qualities and facilitation skills. Also consideration of attendance is 95% or 171 days or of the 180 instructional days (including staff development days) identified as the “instructional school year.” This means that employees cannot be absent for more than 9 days. The following types of leave will be held harmless (i.e., not count as days absent): *military leave, FMLA (Family Medical Leave Act; must be authorized through Director of Schools), assault leave, jury duty, and off-campus duty (such as professional development opportunities or activities approved by the District) during application process.*
4. Employees must have credentials for the position in which they function. This means a teacher must be certified or on waiver in order to be eligible for consideration.
5. Employees must be in “good standing” with their professional licensure. Good standing means that all certifications and paperwork are up-to-date.
6. Employees must be supervised and evaluated by the principal or supervisor of the campus where they are serving students. This eligibility rule does not apply to Principals.
7. Employees must complete the instructional-linkage and assignment-verification process through TVAAS®. It is recommended that employees review instructional-linkage and assignment-verification information for accuracy. Likewise, CTE teachers are recommended to complete instructional-linkage and assignment-verification information as required by eTiger.
8. The employees who work on multiple campuses in the same participation category will be determined on the basis of the percentage of time in which they function at each campus.
For example: If an ELL teacher is based at Campus A $\frac{3}{4}$ of the day and Campus B for $\frac{1}{4}$ of the day, his/her school-level bonus will be based on $\frac{3}{4}$'s of Campus A's results and $\frac{1}{4}$ of Campus B's results.
9. Attendance performance measure employees must be continuously employed in an eligible position through the last day of school and at the time of payout unless the individual retires. Retirees will receive full payment.
10. Employees must receive a score of 3 or above (and a Level 4 or 5 to apply for roles and responsibilities) on the Composite Score to be eligible for consideration in the Differentiated Pay Plan.