

Gibson County Special School District

2016-17 Differentiated Pay Plan

Differentiated Element	Description	Compensation Type and Size	Reach	Estimated Cost	Estimated Salary Expenditures
	Describe how the district will differentiate for this element. Include the eligibility criteria for receiving the award (such as minimum attendance or evaluation score).	Will the compensation be given as a bonus or a base pay increase? How much will qualifying teachers receive?	Eligibility: How many teachers are eligible for this type of compensation? Forecasted participation: How many teachers do you estimate will receive the award?	How much does the district estimate it will pay out for this differentiated pay element?	What percentage of salary expenditures (excluding benefit costs) does this element cover?
Hard-to-Staff (School, Subject, or Placement)					
Performance	<p><i>1. Teachers that receive a 3, 4, or 5 on their summative TEAM score will move up one step on the alternative salary schedule. Teachers that are a one or two will stay at their current step.</i></p> <p><i>2. The district will award bonuses to teachers that receive a 4 or 5 on their summative TEAM score.</i></p>	<p><i>1. This compensation will be given as a base pay increase.</i></p> <p><i>a. This amount varies depending on the alternative salary schedule.</i></p> <p><i>2. This compensation will be given as a bonus.</i></p>	<p><i>1. All certified staff members are eligible for this type of compensation.</i></p> <p><i>a. We estimate that 261 teachers or 90% of our certified staff members will be eligible for this type of award.</i></p>	<p><i>1. \$114,000 per year.</i></p> <p><i>2. We estimate that this will cost \$45,000</i></p>	<p><i>1. .843% of 1%</i></p> <p><i>2. .33% of 1%</i></p>

		<p><i>a. This amount will depend on what salary increases the state provides. We would like to offer \$300 for all level 4 teachers and \$600 for all level 5 teachers.</i></p>	<p><i>2. All certified teachers are eligible for this type of compensation.</i></p> <p><i>a. We estimate that 119 teachers (46%) will be eligible for this award</i></p>		
Additional Instructional Roles or Responsibilities	<p><i>1. Lead Technology Teachers</i></p> <p><i>a. Teachers that are level 3, 4, or 5 on TEAM summative scores and show a high degree of technology skills will be considered for these positions.</i></p> <p><i>2. Principal Intern</i></p> <p><i>3. Department Chair</i></p> <p><i>4. Grade Level/Team Leader</i></p>	<p><i>1. The compensation will be given as a stipend.</i></p> <p><i>a. The amount of the award will be dependent on the size of the school. Most teachers would receive \$1,000.</i></p> <p><i>2. The compensation will be given as a stipend.</i></p> <p><i>a. \$1,000</i></p> <p><i>3. The compensation will be given as a stipend.</i></p> <p><i>a. The amount of the award will be dependent on the size of the school. Most teachers would receive \$1,000.</i></p> <p><i>4. The compensation will</i></p>	<p><i>1. All teachers that receive a summative TEAM score of 3, 4, or 5 are eligible for this type of compensation.</i></p> <p><i>a. We estimate that 13 teachers would be eligible for this award.</i></p> <p><i>2. All teachers that receive a summative TEAM score of 4 or 5 are eligible for this type of compensation.</i></p> <p><i>a. We estimate that 4 teachers would be eligible for this award.</i></p> <p><i>3. All teachers that receive a summative TEAM score of 4 or 5</i></p>	<p><i>1. We estimate that this will cost \$13,000.</i></p> <p><i>2. We estimate that this will cost \$4,000.</i></p> <p><i>3. We estimate that this will cost \$14,000.</i></p> <p><i>4. We estimate that this will cost \$20,000.</i></p>	<p><i>1. .1% (one-tenth of 1%)</i></p> <p><i>2. .03% (three hundredths of 1%)</i></p> <p><i>3. .1% (one-tenth of 1%)</i></p> <p><i>4. .15% of 1%</i></p>

		<p><i>be given as a stipend.</i></p> <p><i>a. The amount of the award will be dependent on the size of the school. Most teachers would receive \$1,000.</i></p>	<p><i>are eligible for this type of compensation.</i></p> <p><i>a. We estimate that 14 teachers would be eligible for this award.</i></p> <p><i>4. All teachers that receive a summative TEAM score of 4 or 5 are eligible for this type of compensation.</i></p> <p><i>a. We estimate that 20 teachers would be eligible for this award.</i></p>		
Education*	<p><i>1. The district will have four lanes for education. They are as follows; BS, Masters, EDS, and EDD.</i></p> <p><i>a. In order to receive credit for the degree, it must be a degree that will impact student achievement in a positive way. That could include additional degrees in their content area or in curriculum and instruction.</i></p> <p><i>b. EDS and EDD credit must involve research that will be a benefit to the district.</i></p>	<p><i>1. The compensation will be given as a base pay increase.</i></p> <p><i>a. Each additional degree will receive a \$2500 increase to their base pay.</i></p> <p><i>b. Masters would get a total of \$2500, EDS would be a total of \$5000, and EDD would be a total of \$7500 added to the staff</i></p>	<p><i>1. All certified staff members are eligible for this type of compensation.</i></p> <p><i>a. We estimate that 10 teachers will be eligible for this award per year.</i></p>	1. \$35,000	1. .12% to .16% of 1%.

		<p><i>member's BS base pay.</i></p> <p><i>c. Since we have a performance component to our salary we hope to use the extra funds we are paying for additional degrees and add to the base salary schedule and/or increase the performance incentives, which will reward performance, not just because you have an additional degree.</i></p>			
Experience*					
Other					

**Education and experience are not differentiated pay elements and do not count toward the mandated criteria.*