

Jackson County (#440)					
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)	<i>The District will offer a bonus in the hard to staff areas of secondary Math, Chemistry, Foreign Language and other areas that will be determined as need arises.</i>	<i>\$1,000 per year for the first year. Paid at the end of the year with evidence of satisfactory evaluation results and teachers in good standing. Teacher must be in attendance 95% of the time to qualify</i>	<i>Available to new teachers. It is an existing program.</i>	<i>\$3,000</i>	<i>The percent will be determined by available funds</i>
Performance	<i>The District will maintain its existing salary schedule.</i>	<i>Teachers in schools that are ranked a 4 or 5 in growth or schools that improve two or more places (i.e. from a 1 to a 3) will be eligible for Performance Pay. Teachers not in attendance 93% of</i>	<i>All teachers are eligible. Based on last year's accountability data, 0% of teachers will receive bonuses.</i>	<i>Available new funds from the State.</i>	<i>The percent will be determined by available funds</i>

		<i>instructional days are not eligible. TAP bonuses are determined by the TAP criteria and paid from the grant.</i>			
Additional Instructional Roles or Responsibilities	<i>40 hours of approved extracurricular activities, before and after school tutoring, summer school, evaluation of peer teachers ,leading PLCs</i>	<i>Extracurricular = \$100 for 40 hours; tutoring = \$20 per hour; summer school = \$20 per hour; evaluation = \$1,000 per year; PLCs = amount determined by TAP program These are all extra pay, not a pay increase</i>	<i>All teachers may participate in the extracurricular activities, tutoring, and apply for summer school. Trained individuals may evaluate their peers as requested by the administration. PLCs are lead by TAP trained individuals at our TAP school.</i>	<i>Title funds, 21st Century Community Learning Centers funds, Extended Contract funds, GP funds, Race to the Top funds, and TAP funds. The total is approximately \$72,000.</i>	<i>The percent will be determined by available funds</i>
Education*	<i>The District will maintain its existing salary schedule, including payment for advanced degrees.</i>	<i>Based on current salary schedule.</i>	<i>All teachers are eligible—48% of teachers have advanced degrees.</i>		
Experience*	<i>The District will maintain its existing salary schedule, including step increases for years of experience.</i>	<i>Based on current salary schedule.</i>	<i>All teachers are eligible for step raises up to the state maximum.</i>		
Other					

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