

Bells City 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)	The District will offer a salary supplement in the hard-to-staff area of speech/language pathologist.	The award will be given as a salary supplement. The qualifying teacher will receive \$3203.00 based upon 4 days per week.	This award will be available to teachers with the required certification on a “need” basis. At this time one position is needed.	The estimated maximum for this is \$3203.00 annually.	This award makes up less than 1% of the district’s annual salary cost.
Performance	1)Using school-wide TVAAS composite data, teachers in PreK – 5 will be eligible to receive a bonus, based on the applicable school’s TVAAS score (4 or 5) for the Literacy and Numeracy.	1)A bonus will be given to qualifying teachers in PreK –5 based on the applicable school-wide TVAAS composite data for the Literacy and Numeracy. Score of 5 = \$300 Score of 4 = \$200	All teachers in PreK – 5 (approximately 34) will be eligible for these performance bonuses. Each teacher must meet the following eligibility requirements as listed below to qualify: 1.) Teacher must be a fulltime certified employee for the 2015 -2016 school year. 2) Teacher must receive a minimum of a 3 on	If all requirements are met, we estimate the total cost of the TVASS bonus to cost \$10,200. As data becomes available after the 2015-2016 school year, data validation and attributions will begin with a target date of October 2016 for complete payouts. All amounts and criteria for	This award makes up less than 1% of the district’s annual salary cost.

			<p>the observation score for the TEAM evaluation Model.</p> <p>3) Teachers who retire at the end of 2015-2016 are eligible but teachers not returning for the 2016- 2017 school year are not eligible.</p>	<p>eligibility are subject to local board approval and and local, state, and federal funding remaining at current levels. The plan approved commits the system for the 2015-2016 year only and will be reviewed annually for sustainability and its systemic impact.</p>	
Additional Instructional Roles or Responsibilities					
<i>Education*</i>					
<i>Experience*</i>					
Other					

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