

Jefferson County Schools					
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?
<b>Hard-to-Staff</b> (School, Subject, or Placement)					
<b>Performance</b>	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	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	All teachers are eligible if guidelines are met.  As an example-in 2014-15 school year, 222 teachers achieved Level 5, 162 teachers achieved Level 4, and 73 teachers achieved Level 3. (New final	Under the example presented beside, a Level 3 teacher under the Performance Component would receive a one-time payment of \$112.06, a Level	Approximately 20% of any new salary funds will be added to this fund annually.

	<p>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 TEAM evaluation teacher effectiveness scores for the year. 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>See attached <b>General Eligibility Requirements for DPP.</b></p>	<p>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 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</p>	<p>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 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</p>	<p>4 teacher would receive \$224.12, and a Level 5 teacher would receive \$336.18.</p> <p>The total expenditure 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> <p><b>For 2016-17 the total amount set aside will be \$339,670.58.</b></p>	
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		<p>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>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 <math>n = \\$112.06</math> According to the formula the individual amounts to be paid to teachers would be as follows (after employer costs are set-aside:</p> $\frac{\$119,119.03}{73 \times n + 162 \times 2n + 222 \times 3n} =$ <p>(#ofLevel3s) (#ofLevel4s) (#ofLevel5s)</p> $n = \$112.06$ <p>Calculation will be refigured after 2016</p>	<p><b>This will be \$273.84 for a level 3. (one share)</b></p>	
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			<p>Levels of Teacher Effectiveness are released.</p> <p><b>For 2016-17- the total projected funding amount is \$291,087.99 + Employer Costs at \$48,582.59. These funds will be paid out in the <u>Fall of 2017</u>.</b></p> <p>The total with costs to be \$339,670.58</p>		
<b>Additional Instructional Roles or Responsibilities</b>	<p>Teacher Mentors</p> <p>Instructional Coaches</p>	<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 <b>must have 5 years of teaching experience</b> in order to be assigned this responsibility.</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</p>	<p>This is already in the annual budget. This is a small percentage.</p> <p>About .0038%</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><b>We anticipate that we will have 14 coaches.</b></p>	<p>roughly <b>\$66,227</b> annually</p>	
<b>Education*</b>	The salary structure that has been used for years will continue to be	Use the Jefferson County School's <b>2016-</b>	All teachers (certified	This is an annual increase based	<b>All new salary funds from 15-</b>

	<p>used, with the exception of M+ 30 hours.</p> <p>There will still be the following degrees honored:</p> <p>B, M, EdS, Dr.</p>	<p><b>2017</b> 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 recurring from year to year.</p>	<p>employees) who earn additional degrees will be eligible.</p>	<p>on T and E. We are working to balance our pay structure. When this has been smoothed the annual educational increase will be a 2% increase.</p>	<p><b>16 were distributed equally across the schedule.</b></p>
<b>Experience*</b>					
<b>Other</b>					

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

## General Eligibility Requirements for Differentiated Pay Plan (DPP)

To be eligible to participate in the DPP program, employees must meet all of the following general eligibility requirements. Requirements may change from year to year. All educator inquiries in regard to requirements will be reviewed by the Jefferson County School System (JCSS) Design Team Committee which is made up of teachers, principals, board members, and central office staff.

Once the DPP program has been approved by the State Board and Commissioner of Education, **JCSS's Annual Certified Salary Schedule will serve as the district's base salary schedule.** In years, when the state awards an increase to teacher salaries, all funds WILL NOT be applied to the Annual JCSS Certified Salary Schedule, but will be applied using the approved funding formula for teacher pay.

For example, if the state salary funds is increased, the JCSS Annual Certified Salary Schedule will be changed based on the funding formula.

To be eligible to participate in DPP SUPPLEMENT employees must meet all of the following general eligibility requirements:

1. Due to the funding source, central office staff, substitute, and non-certified positions are *not* eligible for the DPP SUPPLEMENT. All certified teachers have the ability to participate in the DPP Supplement program. Hourly employees are not eligible to participate in the award program. Hereafter, the term "employee" references eligible certified staff who qualify to participate in the DPP for strategic compensation.
2. Employees must be employed in a position within 20 calendar days of the 1st day of school to be eligible for a DPP SUPPLEMENT award for that school year. Employees must be continuously employed in an eligible position through the last day of school.
3. Employees must be in attendance 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 (not count as days absent) and match the Board's current policies and term definitions: *military leave, FMLA - family medical leave (must be authorized through Human Resources), allowed bereavement leave, assault leave, jury duty, and off-campus duty (such as professional development opportunities or activities approved by the District).*
4. Employees must have credentials for the position in which they function to be eligible under that category. *For example: A teacher teaching ninth-grade math must be certified or on wavier to teach ninth-grade math to be eligible as a core foundation 9–12 teacher.*
5. Employees must be in "good standing". "Good standing" means that all paperwork/certifications are up-to-date.
6. Employees must be supervised and evaluated by the principal or supervisor of the campus where they are serving students.
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.

8. The DPP SUPPLEMENT for an employee who transfers from one DPP SUPPLEMENT-eligible position to another DPP SUPPLEMENT-eligible position during the eligibility period, the award will be determined on the basis of the DPP SUPPLEMENT-eligible position the employee held the greatest percentage of the school year (based on 180 instructional days).

*For example: From the first day of school an employee teaches fourth-grade math (Category 1). On February 5, the employee transfers to a Principal position on the same campus (Category 3).*

*Both assignments are DPP SUPPLEMENT Award eligible, however, the award model and eligibility requirements differ. In this case, the greater percentage of the "school year" was spent as a fourth-grade, TCAP tested teacher. Therefore, the award amount would be determined on the basis of the job of a fourth grade, TCAP Tested Teacher with value-added.*

9. The DPP SUPPLEMENT for employees who transfers from a DPP SUPPLEMENT-eligible position to a non-eligible position during the eligibility period, he or she will not be eligible for an award (see Rule 1).

10. The DPP SUPPLEMENT for 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 at Campus A  $\frac{3}{4}$ 's of the day and Campus B for  $\frac{1}{4}$  of the day, their school level award will be based  $\frac{3}{4}$ 's on Campus A's results and  $\frac{1}{4}$  of Campus B's results.*

11. 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. Retiree's will receive full payment.

12. There will be no bonuses for employees who transfer from a bonus eligible position to a non-eligible position. a. *For example: A Principal transfers to Central Office. Central Office staff is not eligible due to grant funding requirements and not able to earn a bonus.*

13. For educators who receive a score of a "1" or "2" (out of 5) on their final (summative) TEAM evaluation, they are not eligible to receive any Supplements.

14. All teachers designated PYE will not receive a final Teacher Effectiveness Score, therefore will not be eligible.