

JOHNSON COUNTY SCHOOL SYSTEM					
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)	1. ELL Teacher 2. Band Teacher	This will be a 3% base pay increase to the state salary schedule.	1) We are adding an additional ELL teacher to meet the state minimum requirements that will be 11 months. 2) We have #1 band teacher position that we are currently trying to fill.	\$8,505.00	.04
Performance	Compensate teachers who receive a 4 or 5 on teacher-effect scores.	This will be given as a onetime bonus: Level 4 - \$250	15 teachers are eligible	\$15,000.00	.09

		Level 5 - \$500			
Additional Instructional Roles or Responsibilities	1) Teacher Mentors 2) Building level technology coordinators 3) Yearbook sponsor 4) K-6 Instructional Coach 5) 7-8 Instructional Coach	1) \$200 onetime bonus 2) \$500 onetime bonus 3) \$500-\$1000 onetime bonus 4) 5% of annual salary 5) 5% of annual salary	1) 12 teachers are eligible 2) 7 teachers are eligible 3) 7 teachers are eligible 4) 1 teacher is eligible 5) 1 teacher is eligible	\$17,327.00	.10
Education*	Teachers and administrators receiving an advanced degree up to a doctoral degree will receive an increase in base pay.	Increase in base pay Salary schedule attached	All certified teachers and administrators are eligible 12 are estimated to be going back to get an advanced degree	\$35,000	.20
Experience*	Teachers and administrators will receive an increase in base pay for each year of experience up to 15 years	Increase in base pay Salary schedule attached	All certified teachers and administrators are eligible	\$55,000	.32
Other					

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