

I. Description of Differentiated Elements (Required Section)

Directions: For each element of the district's differentiated pay plan, use the table below to provide a description of how the district will differentiate pay. The plan must include **at least one** of the elements listed below in the left-hand column, in addition to education and experience.

Many plans may include a combination of several elements; therefore, please add rows or repeat differentiated elements as needed. For example, the plan may include two different types of additional instructional roles. Also, please feel free to delete from the table or leave blank any differentiated elements that will not be used in your plan.

[Appendix B](#) of this document contains an example of each type of differentiated element. Please review that example prior to completing the table below.

Differentiated Element	Description	Compensation Type and Size	Reach	Estimated Cost	Estimated Salary Expenditures
	<i>Describe how the district will differentiate for this element.</i> <i>Include the criteria for receiving the award.</i>	<i>Will the compensation be given as a bonus or a base pay increase?</i> <i>How much will qualifying teachers receive?</i>	<i>Eligibility: How many teachers are eligible for this type of compensation?</i> <i>Forecasted participation: How many teachers do you estimate will receive the award?</i>	<i>How much does the district estimate it will pay out for this differentiated pay element?</i>	<i>What percentage of salary expenditures (excluding benefit costs) does this element cover?</i>
Performance	The Achievement School District provides performance-based pay for all Teachers. Teachers are differentiated based upon end of year performance ratings, which are driven by the following measures: - Principal Observations - Student Growth Measures - Student Achievement Measures	All Teachers receiving a rating of a 3, 4 or 5 will receive a performance-based raise. Raises for Teachers range between \$1000 and \$5000. Raise amount vary based upon both the Teacher's end of year rating, as well as their performance band, which can be: - Master - Advanced	All Teachers are eligible to participate in our performance-based pay system. We anticipate that 80% of our Teachers will receive a raise. Level 3 = 50% Level 4 = 25% Level 5 = 5% We budget for 100% of our Teachers to be eligible for a bonus.	A base raise in base salary for 80% of our current Teachers represents an increase in our salary expense of \$146,250. A \$5,000 bonus payout to 100% of our Teachers represents about \$450,000.	Raises represent an increase in our salary expense of 4.2% Bonuses represent 12.9% of our total salary expense.

	- Stakeholder Perceptions/Student Surveys Please see Appendix C for greater detail on evaluations for Teachers in tested versus non-tested grades/subjects.	- Professional - Developing - Novice Please see Appendix E for an overview of the ASD raise matrix. Teacher bonuses are based upon school-wide student achievement. All Teachers whose school meets their growth targets of 8-10 point gains in student proficiency will receive a \$5000 bonus.			
Additional Instructional Roles or Responsibilities	Teachers at the Achievement School District have the opportunity to take on, and receive additional compensation for the following roles: - Grade Level Chairman - Course Leader - Cohort Leader Additionally Teachers selected to participate in a special, temporary task force (i.e. curriculum development) may receive an additional stipend for their participation.	Pay for Teacher Leadership roles comes in the form of an annual stipend of \$2,500.	All Teachers are eligible to apply for Teacher Leadership roles. Selection for these opportunities is driven by the following areas: - Teacher Effectiveness Rating - Leadership Capability - Appropriate Knowledge/Skillset for the project/task force We anticipate 20 Teachers will receive this stipend.	\$50,000	This represents 1.4% of our current salary expense.

**** The Achievement School District does not differentiate pay increases based upon tenure, education-level or grade/subject.****

II. Salary Schedule (Required Section)

1. Please include below or attach a copy of the district's proposed 2014-15 salary schedule.
 - a. **Please see Appendix D below for the proposed schedule of base salaries for newly hired ASD Teachers.**
2. Describe how you will allocate any future state funding increases (i.e., FY13 1.5% increase in the BEP instructional component). Will increases be: 1) applied across-the-board, 2) allocated towards differentiated pay, or 3) a combination of both?
 - a. **Increases in future state funding (i.e. BEP) will be applied across the board to budget line items driven by BEP or to off-set any decreases in other funding sources.**

Appendix C: Achievement School District Teacher Evaluation Components

Teachers with Individual TVAAS Scores

Component	Component Weight
Student Growth	35%
Student Achievement	15%
Observations	35%
Student Surveys	15%

Teachers without Individual TVAAS Scores

Component	Component Weight
Student Growth	25%
Student Achievement	15%
Observations	40%
Student Surveys	20%

Appendix D: Achievement School District Starting Salary Schedule

YOE	Base Salary
0	\$46,500
1	\$47,500
2	\$49,500
3	\$50,500
4	\$51,500
5	\$52,500
6	\$53,500
7	\$54,500
8	\$55,500
9	\$56,500
10	\$57,500
11	\$58,500
12	\$59,500
13	\$60,500
14	\$61,500
15	\$62,500
16	\$63,500
17	\$64,500
18	\$65,500
19	\$66,500
20+	\$67,500

Appendix E: Achievement School District Raise Matrix

Previous Band	New Band	Rating	Base Salary Change
Novice	Novice	N/A	\$0
Novice	Developing	3	\$2,000
Novice	Developing	4	\$2,000
Novice	Developing	5	\$5,000
Developing	Developing	1	\$0
Developing	Developing	2	\$0
Developing	Developing	3	\$1,000
Developing	Professional	3	\$5,000
Developing	Professional	4	\$5,000
Developing	Professional	5	\$5,000
Professional	Professional	1	\$0
Professional	Professional	2	\$0
Professional	Professional	3	\$1,000
Professional	Professional	4	\$2,000
Professional	Advanced	N/A	\$5,000
Advanced	Advanced	1	\$0
Advanced	Advanced	2	\$0
Advanced	Advanced	3	\$1,000
Advanced	Advanced	4	\$2,000
Advanced	Advanced	5	\$2,500
Advanced	Professional	N/A	-\$5,000
Advanced	Master	N/A	\$5,000
Master	Master	1	\$0
Master	Master	2	\$0
Master	Master	3	\$1,000
Master	Master	4	\$2,000
Master	Master	5	\$2,500
Master	Advanced	N/A	-\$5,000