

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 district will continue to incorporate a bonus compensation model that uses evaluation criteria to determine incentives. A full description of the model is attached.	The compensation will be a bonus pay increase and a teacher would have potential to receive a total amount of \$4,100. The amounts in the model are attached.	All teachers (50) and (3) principals are eligible to receive the award. A copy of the complete eligibility rules is attached. Based on the last two years of evaluation data, the district anticipates between 53% of teachers will receive a bonus pay incentive.	The district anticipates the total cost to be \$65,000 based on last year's evaluation data. The district will sustain this cost by reducing substitute pay and environmental stewardship (reduced utility usage)	These payouts will form close to 3% percent of salary costs.

CLASS Award Program

Bonus Model Eligibility—Teachers and Principals

1. Due to grant rules, central office staff, substitute, and non-certified positions are *not* eligible for CLASS Awards.
2. Employees must be employed in a position within 20 calendar days of the 1st day of school to be eligible for a CLASS Award for that schools 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 (i.e., not count as days absent): *military leave, FMLA (Family Medical Leave Act; must be authorized through Director of Schools), 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. This means a teacher must be certified or on waiver in order to be eligible for consideration.
5. Employees must be in “good standing” with their professional licensure. Good standing means that all certifications and paperwork are up-to-date.
6. Employees must be supervised and evaluated by the principal or supervisor of the campus where they are serving students. This eligibility rule does not apply to Principals.
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. Likewise, CTE teachers are recommended to complete instructional-linkage and assignment-verification information as required by eTiger.
8. Employees who transfer from one CLASS Award eligible position to another eligible position will receive a bonus based on the position the employee held the greatest percentage of the school year (based on 180 instructional days).
For example: An employee teaches 6th grade math from the first day of school. On February 5, the employee transfers to a non-tested position on the same campus. Both assignments are bonus eligible; however, the bonus model for the new position is different. In this case, the greater percentage of the “school year” was spent as a 6th grade math teacher. Therefore, the bonus amount would be determined on the basis of a 6th grade math teacher.
9. Employees who transfer from a CLASS Award eligible position to non-eligible position during the school year will not be eligible for the CLASS Award.
10. The CLASS Award 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 based at Campus A $\frac{3}{4}$ of the day and Campus B for $\frac{1}{4}$ of the day, his/her school-level bonus will be based on $\frac{3}{4}$'s of 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. Retirees will receive full payment.
12. Teachers or administrators who leave the District on their own will or who are non-renewed will not be eligible for their bonus.
13. Employees must receive a score 3 or above on the Composite Score (Effectiveness Score) to be eligible for consideration in the CLASS Award Program.

Hollow Rock – Bruceton Teacher Model 2014-15

<u>Type of Measure</u>	<u>Goal</u>	<u>Tested Teacher</u>	<u>Non-tested Teacher</u>
Team Composite (Educator Effectiveness Score)	Teacher Level 4	\$750	\$750
	Teacher Level 5	\$1000	\$1000
Individual TVAAS (Growth Score)	Teacher Level 4	\$1000	N/A
	Teacher Level 5	\$2000	N/A
School Wide TVAAS (Growth Score)	School Level 4	N/A	\$500
	School Level 5	N/A	\$1000
School Wide AMOs (not including Safe Harbor)	Meet 50 to 79% of AMOs	\$250	\$250
	Meet greater than 80% of AMOs	\$700	\$700
Attendance	Miss 0-2 Instructional Days	\$400	\$400

Hollow Rock – Bruceton Principal Model 2014-15

<u>Type of Measure</u>	<u>Goal</u>	<u>Compensation Amount</u>
Team Composite (Administrator Effectiveness Score)	Level 4	\$750
	Level 5	\$1000
School Wide TVAAS (School Level Effect Score)	School Level 4	\$500
	School Level 5	\$1000
School Wide AMOs (not including Safe Harbor)	Meet 50 to 79% of AMOs	\$250
	Meet greater than 80% of AMOs	\$700