



2014-15 Differentiated Pay Plan Submission Template

Meigs County School System

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>
Hard-to-Staff (School, Subject, or Placement)	Meigs County will annually identify and offer a signing bonus and retention bonus in the hard-to-staff areas as approved by the Director of Schools.	Bonuses not to exceed \$5,000 can be utilized to recruit new teachers or retain existing teachers to hard to staff areas.	1 to 3 teachers	The estimated total for this is \$15,000 (3 teachers at \$5,000 each)	This award makes up less than 1% of the district's annual salary cost
Performance					
Additional	Meigs County will compensate	All compensation amounts	Any teacher who receives a 3	The estimated	This will

Instructional Roles or Responsibilities	<i>teachers for providing additional instructional support by performing additional duties in order to build capacity and increase teacher effectiveness (PLC's).</i> <i>Job descriptions and evaluation criteria for the additional roles will be developed and approved annually by the LEA.</i>	<i>will be defined with a minimum level of \$500 and not to exceed \$2,000 annually.</i>	<i>or higher on their evaluation Composite would be eligible to be selected for the position. District and school leaders will then screen for additional qualities like leadership and facilitation skills.(Job description will be developed and approved by the LEA)</i> <i>There will be a total of 24 PLC leaders in the district:</i> <i>• 6 at the high school,</i> <i>• 6 at the middle school,</i> <i>• 6 at each of the 2 elementary schools</i>	<i>cost of this award is \$12,000.</i>	<i>compromise less than 1% of district salary expenditures.</i>
Education	<i>Meigs County will compensation for Advance Degrees as shown in the attached 2014-15 DRAFT Salary Schedule.</i>	<i>Master's degrees will be awarded with a base pay increase. Advanced Degrees beyond a master's will receive a local increase in pay.</i>	<i>The district currently has 17% of its teachers with an advanced degree above the Master's Level.</i>	<i>This estimated total cost of this element is \$96,000 per year.</i>	<i>This will comprise less than 2% of district salary expenditures</i>
Experience	<i>The district will continue to award step increases for each year of experience.</i>	<i>Each teacher will earn a yearly step increase for years of experience.</i>	<i>All teachers are eligible</i>	<i>The average step increase in the district is \$200 per year. The estimated cost is \$ 32,200.</i>	<i>This experience payment makes up less than 1% of the districts expenditures of salary.</i>
Other					

II. Salary Schedule (Required Section)

1. Please include below or attach a copy of the district's proposed 2014-15 salary schedule.
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?