



Alvin C. York Agricultural Institute 2014-15 Differentiated Pay Plan

I. Description of Differentiated Elements (Required Section)

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	<i>The District will offer a bonus to Instructors teaching EOC/EOY-tested classes. Those Instructors meeting or exceeding their projected EOC/EOY predicted gains in each subject area, as set by the DOE, will receive additional pay.</i>	<i>The compensation will be given as a bonus when Instructor EOC/EOY scores are available. Those meeting or exceeding the predicted gains will receive \$1,000 for each individual subject area that shows predicted gains met.</i>	<i>17 individual Instructors, teaching 20 assessed courses covering 9 required assessments would be eligible for the bonus. It is possible for 20 bonuses to be paid out.</i>	<i>The maximum cost of this element would be \$20,000 (\$24,536 with benefits).</i>	<i>This salary increase would be 1% of the total current Instructor salary.</i>
Additional Roles	<i>Evaluators: Lead teachers in their departments who have attended mandated state evaluator training and passed the required test will be eligible for performance pay when their assigned evaluations have been completed.</i>	<i>Evaluator pay will be given as a bonus at the rate of \$1,000 per evaluator.</i>	<i>Three teachers will be eligible for this bonus. All four individuals should complete their assigned evaluations and receive the bonus.</i>	<i>The maximum cost of this element would be \$4,000 (\$4,907.20 with benefits).</i>	<i>This salary increase would be .02% of the total current Instructor salary.</i>
Education	<i>Based on attached schedule</i>				
Experience	<i>Based on attached schedule</i>				

II. Salary Schedule (Required Section)

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

See attached 2014-2015 Alvin C. York Agricultural Institute 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?

Future state funding increases may be distributed through a combination of an across-the-board raise and differentiated pay.