

Soda Springs School District 150

Differentiated Compensation

Building level differentiated compensation in the Soda Springs School District shall be earned in accordance with the following:

- Shall be provided to all the certified and classified staff who work in the District
- Certified itinerant staff members shall attach to the building per the percentage of their FTE assigned to the building
- Classified staff members (custodian, food service worker, instructional paraprofessional, transportation, clerk, secretary,) shall be compensated at 50% of that of a teacher and shall attach to the building as either full time status or part time status depending on their FTE; part time staff members' compensation shall be pro-rated from the 50% rate. Food service and transportation will receive an average of the classified portion earned by all three buildings.
- Personnel on probation anytime during the year shall not be eligible for differentiated compensation
- Non-continuing contract teachers who are not renewed for performance reasons will not be eligible for differentiated compensation

There will be single measurement of growth in student achievement either by school, upon which the compensation shall be based. The measurement may be different by school. The indicators and smart goals to measure student growth shall be developed by the schools.

The growth measure will be reflected in Part B of the Teacher Evaluation-Formative Part 1 for each certificated staff member.

33% of the award for differentiated compensation will be directed toward professional development of staff in relation to implementation of Idaho Core Standards.

Differential Pay Funding

Funding Available (\$1,450 per estimated 43 Units)	\$62,350.00
Deduct 33% for Professional Development	-\$20,575.50
District Payroll Cost - FICA (7.65%)	-\$3,195.75
District Payroll Cost - PERSI (11.32%)	-\$4,728.87
District Payroll Cost - PERSI Sick Leave (1.26%)	-\$526.36
Total Available for Differential Pay	\$33,323.52

Building Measures

SSHS	75% of students will show growth on End of Course Assessments (EOC's) = 1Share 70% of students will show growth on End of Course Assessments (EOC's) = .75 Share 65% of students will show growth on End of Course Assessments (EOC's) = .50 Share
TMS	75% of students will show growth on the Star Reading Assessment = 1Share 70% of students will show growth on the Star Reading Assessment = .75 Share 65% of students will show growth on the Star Reading Assessment = .50 Share
Thirkill	75% of students will show growth on the IRI or Star Reading Assessment = 1Share 70% of students will show growth on the IRI or Star Reading Assessment = .75 Share 65% of students will show growth on the IRI or Star Reading Assessment = .50 Share