

A Salary
Augmentation System



Butler County School System



The Pay Plus Salary Augmentation System is designed to compensate employees for exceptional dedication and service to our schools and students, leading to positive student growth academically, socially, and emotionally.

Butler County School System will utilize available funding sources to maintain the PayPlus Salary Augmentation System. The Alabama State Department of Education has provided initial funding of 1.4 million dollars to be disbursed over two fiscal years.



Address, phone, info on Butler County School System in this area

Component	Subcomponent	Formula Used	Total Salary Augmentation possible per year
Promoting Employee Attendance (P1)	N/A	\$125 * (Nine-weeks of perfect attendance)	\$500.00
Leading Others (P2)	Grade Level/Department Level/ Committee Chair Teacher Mentor	\$200 * (# of positions held) \$1,000 * (# of Mentees new to the profession) \$500 * (# of Mentees new to system or 2nd year Mentees)	\$2,000 Maximum
Unity of Effort to Achieve AYP (P3)	Extra-curricular activity sponsorships Certified Personnel: Classified Personnel:	\$300 * (# of sponsorships) \$500,000 – {N(P1) + N(P2)} / 2 \$500,000 – {N(P1) + N(P2)} / 2	Calculated based on # of employees and # of schools attaining success
Supporting a Climate of Success (P4)	Certified Personnel: Classified Personnel:	\$500,000 – {N(P1) + N(P2)} / 2 \$500,000 – {N(P1) + N(P2)} / 2	Calculated based on # of employees and # of schools attaining success

Participation in PayPLUS is optional.

All full-time employees are eligible to participate in PayPLUS.

Enrollment in PayPLUS is possible during the "opt in" dates.

- All employees (August 15th - Sept 15th).
- New employees with a hire date after Sept. 15th (Dec 1st - Dec 30th).
- New Employees with a hire date after Sept. 15th are eligible to participate beginning the 2nd semester of the school year. PayPLUS compensation will be prorated accordingly.

Four Components of PayPlus+

Pay Component # 1: Promoting Employee Attendance

Every employee serves a critical role in the overall success of the school system. It is important that all employees make every effort to report for duty each work day. The Board is committed to augmenting the salaries of employees who demonstrate exemplary attendance.

- Employee attendance will be measured each nine-weeks for the purpose of qualifying for this component of PayPlus .
- Funds will be disbursed at the end of each semester.
- Professional development, jury duty, answering subpoenas, poll duty, and the (2) state allocated personnel days will not be factors in calculating employee attendance.

Pay Component #2: Leading Others

It is important to provide employees with opportunities to grow professionally and to develop leadership skills in teachers/ staff. To this end, the Board is committed to augmenting the salaries of employees who demonstrate leadership by serving in the following capacities:

- Grade level/Department/Committee Chair
- Teacher Mentor
- Sponsors of Extra-Curricular Activities *

* Extra-Curricular Activity Sponsors must meet specific criteria to qualify for this PayPlus component.



Pay Component # 3: Unity of Effort to Achieve School/District Adequate Yearly Progress

It is essential for each school and for the district to make adequate yearly progress (AYP) as mandated by the No Child Left Behind Act of 2001. The Board is committed to augmenting the salaries of all employees who make meaningful contributions at the local school and district level.

School Level:

- If a school makes AYP, all employees having "Opted in" at the school level are eligible for this component of PayPlus
- Classified school based staff are compensated at 50% of the certified employee rate.

District Level:

- If the district makes AYP, all employees having "Opted in" at the district level are eligible for this component of PayPlus
- Classified district level staff will be compensated at 50% of the certified employee rate.

Pay Component #4: School Culture

It is important to promote a positive organizational culture so that students grow academically, socially, and emotionally. Positive school cultures create a climate of support for students and employees and can be measured by attitudes, perceptions, actions, and performance. To this end, the Board is committed to augmenting the salaries of all employees who make meaningful contributions towards creating positive cultures at the local school level.

Positive school cultures create a climate of support for students and employees and can be measured by attitudes, perceptions, actions, and performance.



PayPlus compensation will be provided to all employees at the school level upon attaining four of five indicators:

1. Discipline Referral Reduction
Schools must show an overall reduction in discipline referrals over the previous year to receive credit for the discipline referral reduction indicator.
2. Student Satisfaction Improvement
Schools must attain at least (1) of the standards listed below to receive credit for the student satisfaction improvement indicator.
Standard 1: 80% of students must express overall satisfaction with their respective school.
Standard 2: Surveys must show an improvement in the percentage of students expressing satisfaction with their school as measured between survey periods.
3. Extra-Curricular Activity Increases
Schools must attain at least (1) of the standards listed below to receive credit for the extra-curricular activity increases indicator.
Standard 1: Schools must provide a specified number of extra-curricular opportunities for students.
Standard 2: Schools must show an increase over the previous school year in the number of students participating in extra-curricular activities.
4. Student Achievement Growth
Standard: Schools must show an improvement over the previous year on (2) standardized tests to receive credit for the student achievement growth indicator: (SAT10, ADAW, AP Test, ACT, DIBELS, PSAT)
5. Celebration/Recognition Expansion
Schools must conduct a minimum of (2) faculty/staff activities and (4) student centered activities promoting celebration and recognition of goal attainment to receive credit for the celebration/recognition expansion indicator. Documentation of all activities will be required.

Pay
PLUS