



2015-16 Washington County Differentiated Pay Plan

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)					
Performance					
Additional Instructional Roles or Responsibilities	<i>Supplemental instruction.</i> <i>Extra pay for extra work.</i> <i>Certified personnel at or above expectations on evaluations.</i>	\$33.00-\$40.00/hour	<i>Eligible equal to or greater than 90% (515 teachers)</i> <i>Participation 250 teachers</i>	\$500,000.00	1.5%
Education					
Experience					
Other					