

Union County					
2016-17 Differentiated Pay Plan					
Differentiated Element	Description	Compensation Type and Size	Reach	Estimated Cost	Estimated Salary Expenditures
	Describe how the district will differentiate for this element. Include the eligibility criteria for receiving the award (such as minimum attendance or evaluation score).	Will the compensation be given as a bonus or a base pay increase? How much will qualifying teachers receive?	Eligibility: How many teachers are eligible for this type of compensation? Forecasted participation: How many teachers do you estimate will receive the award?	How much does the district estimate it will pay out for this differentiated pay element?	What percentage of salary expenditures (excluding benefit costs) does this element cover?
Hard-to-Staff (School, Subject, or Placement)	Teachers who currently teach in a hard to staff areas where sufficient staff cannot be employed will be offered bonus pay to teach a class in that area during their planning period.	\$10,000.00 bonus per year	3 teachers will be eligible/anticipated.	\$30,000	.42%
Performance	Principal Evaluation: Principals receiving a 3,4,5 on their summative evaluation will earn bonus pay	Level 3 \$500.00 Level 4 \$750.00 Level 5 \$1,000.00	9 Principals will be eligible	\$9,000	This award makes up 1.17% of the districts cost on the principal's salary line in

					the district's budget.
Additional Instructional Roles or Responsibilities	<p>(1) Tutoring</p> <ul style="list-style-type: none"> • Level 3,4,5 teacher • Principal recommendation and teacher application • ELA and Math endorsement considered first • Portfolio of data and skills taught <p>(2) Classroom Support Coach</p> <ul style="list-style-type: none"> • Level 3,4,5 teachers • Principal recommendation and teacher application • Attend approved training • Bi-monthly meetings • Conduct PLC meetings, mentor teachers, manages data, share best practices, coordinate school level tutors. <p>(3) Curriculum and Instructional Support Coaches</p> <ul style="list-style-type: none"> • Level 3, 4,5 teachers • Principal recommendation and application • Experienced in subject need as dictated by needs 	<p>(1) \$22.00 per hour bonus pay for 45 hour contract</p> <p>(2) \$3,000 bonus pay for year.</p> <p>(3) \$3,000 bonus pay for 20 day contract</p> <p>(4) \$1,500 per year bonus pay</p>	<p>(1) 42 positions will be available for this compensation.</p> <p>(2) 7 positions will be available</p> <p>(3) 17 positions will be available</p> <p>(4) 9 positions will be available</p>	<p>(1) \$41,580.00</p> <p>(2) \$21,000</p> <p>(3) \$51,000</p> <p>(4) \$13,500</p>	This award makes up 1.78% of the district's annual salary cost.

	<ul style="list-style-type: none"> • Training in state standards • Understand the tiered process • Awareness of intervention programs <p>(4) Digital Learning Coaches</p> <ul style="list-style-type: none"> • Level 3, 4,5 teachers • Principal recommendation and application • Dedication to on-going professional development • Google educator level 1 certified (level 2 preferred) 				
Education*	Only teachers with an advanced degree in the subject area they are currently teaching will receive advanced degree pay on the current salary scale.	Base Pay Increase. The amount of pay increase depends on where the employee is on the pay scale for years of experience.	<p>All teachers are eligible for this for this program.</p> <p>1 teacher is currently enrolled in a M.S. program in the area which he is currently teaching.</p>	\$500.00-\$700.00 per year	This represents less than 1% of the districts expenditures on salary.
Experience*	The District will continue to award step increases for each year of experience. The attached salary schedule contains proposed amounts.	Each teacher will earn a yearly step increase for years of experience.	All teachers are eligible	The average step increase in the district is \$473.00 at the B.S. level per year.	The experience payment makes up 1.5% of the districts expenditures on salary.
Other					