

Grundy 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)	<i>Math (Grades 9-12)</i> <i>Math (SPED 9-12)</i> <i>Speech/Language Pathologists</i> <i>School Psychologist</i>	<i>\$1500 One-time Signing Bonus*</i> <i>\$1000 Retention Incentive*</i> <i>*Potential of two part bonus</i>	<i>There are approximately 12 teachers in the Hard-to-Staff Element.</i>	<i>The estimated pay out will be \$30,000.00</i>	<i>The expenditures of the teacher will be approximately 5% of the total salary.</i>
Performance	<i>The teachers who receive an Overall Effectiveness Rating of 3 or more will receive a one time bonus.</i>	<i>The compensation will be given as a bonus.</i> <i>Level 1-\$0</i> <i>Level 2-\$0</i> <i>Level 3-\$500</i>	<i>There will be approximately 200 employees eligible for the bonus compensation.</i>	<i>The estimated pay out will be \$175,000.00</i>	<i>The expenditures of the teacher will be less than 3% of the total salary.</i>

		Level 4-\$750			
		Level 5-\$1250			
Additional Instructional Roles or Responsibilities					
Education*					
Experience*					
Other					

**Education and experience are not differentiated pay elements and do not count toward the mandated criteria.*