

Manchester City Schools					
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>NA System does not have an issue in PreK-8 district with staffing.</i>				
Performance	<i>Based on TAP model with criteria not yet determined by NIET</i>	<i>Bonus—(TBD) In the past, except for 15-16, bonuses are determined by individual growth scores 30%, schoolwide growth score 20%and the SKR (skills, knowledge, responsibilities) which includes observations 50%. For those without</i>	<i>All teachers are eligible and in past years, all teachers have received compensation ranging from\$300 to \$4,000 plus Estimated that all will receive some compensation</i>	<i>\$250,000 approximately</i>	<i>Varies</i>

		<i>individual scores, it is 50% SKR and 50% school gains</i>			
Additional Instructional Roles or Responsibilities	<i>Mentor: teaching duties plus mentoring, cluster, and evaluation duties and 10 additional days</i> <i>(not implementing Mentor role in 2016-17)</i> <i>Master: fulltime mentoring, preparing and leading cluster meetings, and evaluation duties and 20 additional days</i>	<i>Mentor: \$4500</i> <i>Master: \$9000</i>	<i>14 x 4500 = 63,000</i> <i>5 x 9000 = 45,000</i>	<i>\$108,000</i>	<i>Varies</i>
<i>Education*</i>					
<i>Experience*</i>					
Other					

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