

**Monroe 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?
<b>Hard-to-Staff (School, Subject, or Placement)</b>	<ul style="list-style-type: none"> <li>Hard to fill teaching positions will be determined by open positions and submitted for Board approval annually</li> <li>Once established, supplemental stipends will be provided</li> </ul>	<p>Compensation for teachers will be a one time stipend</p> <p>\$1,000 for teachers</p>	<p>Maximum of five teaching positions per year</p> <p>Forecast participation: zero to three</p>	Maximum of \$5,000	<1%
<b>Additional Instructional Roles or Responsibilities</b>	<ul style="list-style-type: none"> <li>Minimum of Level Three Teacher Effectiveness as determined by the TEAM evaluation model</li> <li>Priority will be given first to Level Five teachers, then to Level Four teachers, last to Level Three teachers</li> </ul>	<p>Compensation will be a one time stipend</p> <p>\$1,000 for 70 hours of extended learning or PLC facilitation or \$500 for 35 hours of extended learning.</p>	One to four positions per school (depending on enrollment) will be funded for the 2016-17 school year.	Maximum of \$48,000	<1%

	<ul style="list-style-type: none"> <li>Provide remediation or enrichment in academic areas of identified need as determined by student achievement data</li> </ul>				
<b>Education*</b>	The existing Monroe County Salary Schedule will be maintained for 2016-2017 with annual step increases for the first 20 years of professional employment	NA	All professional staff	NA	NA
<b>Experience*</b>	The existing Monroe County Salary Schedule will be maintained for 2016-2017 with annual step increases for the first 20 years of professional employment	NA	All professional staff	NA	NA
<b>Other</b>					

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