

MANCHESTER--161					
2017-18 Differentiated Pay Plan					
Differentiated Element	Description	Eligibility Criteria	Compensation Type and Size	Reach	Estimated Cost
	Describe how the district will differentiate for this element.	What is 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?	How much does the district estimate it will pay out for this differentiated pay element?
Hard-to-Staff (School, Subject, or Placement)					
Performance					
Additional Instructional Roles or Responsibilities	Master Teacher- •Manchester is planning to maintain one master teacher position at each school. This is a change from the 16-17 school year as the district now has five master teachers. The master teacher salary augmentation will be \$4500/year which is comparable to supplements for similar roles in districts across the state. Master	Level of Overall Effectiveness (LOE)  Certified in content/grade area	Master Teacher- \$4,500	13	\$33,500
			Mentor Teacher- \$2,000		

	<p>teachers will work an additional 10 days per school year, plan and facilitate weekly cluster meetings, provide regular follow-up coaching and support to teachers, attend weekly TLT meetings, conduct evaluations, and attend (if possible) on-going learning opportunities provided by NIET such as the TAP conference, TAP Summer Institute, district-level trainings, etc.</p> <p>Mentor Teacher- •Manchester will maintain three mentor teachers at each school. The exception would be the middle school with four mentor teacher positions (10 total district-wide). This is a change as the district now has 14 mentor teachers. Mentor teacher positions will be re-opened and the 10 positions for next year will be filled through an interview process. All current mentor teachers, two master teachers not continuing in those roles, and all other teachers will be invited to apply. Manchester is planning on the mentor teacher salary augmentation to be \$2000/year. Mentor teachers will work an</p>				
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	additional five days per school year, attend TLT meetings, support the planning and facilitation of cluster learning, provide regular follow-up coaching and support to teachers, conduct evaluations, and attend (if possible) on-going learning opportunities provided by NIET such as the TAP conference, TAP Summer Institute, district-level trainings, etc.				
<b>Education*</b>	According to the salary schedule with specific degree lanes.				
<b>Other</b>					

*\*Education is not a differentiated pay element and does not count toward the mandated criteria.*