

CLAY COUNTY--140					
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)	The district will offer a bonus upon hiring in a position deemed hard-to-staff by the principal and/or director. Based on three or fewer applications/ transfers available. New positions and transfers are both eligible. Appropriate certification must be held for the hard-to-staff position. Experience in the area is preferred. Attendance of 170 out of 180 days for the school year is required with the exception of a waiver from the Director of Schools and Board of Education.	Certified in content/grade area Attendance minimum (i.e. miss no more than 12 days) Years of experience	Bonus The award will be given as a three-part bonus, \$1,000 yearly for three years as long as the position is maintained. If during the three years the employee terminates the position, the bonus will be prorated for the current year and the rest of the bonus	1	\$3,000
Performance					

Additional Instructional Roles or Responsibilities	<p>The district will offer stipend pay to certified teachers for performing classroom observations to build their leadership skills increasing possibilities for the administration pool.</p> <p>Teachers will need to attend state training and pass all state required assessments before conducting observations.</p>	Certified Teachers who possess an ILL-B Beginner Administrator License or are a candidate for administrative positions are eligible.	Stipend pay will be given as a bonus of \$25 per observation. Observations are scheduled by principal or administration.	10 -15 teachers would be eligible and 6-8 should receive an award.	\$400-\$800 annually
Education*	Advanced Degrees of Master's, Master's +30, EDS, and Doctorate are compensated for as indicated on the district salary schedule.				
Other					

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