

| DAYTON--721 | | | | | |
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| 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 signing bonus and retention bonus in the hard-to-staff area of middle school math and science. This will include positions in general math, middle school science. | Certified in content/grade area | Bonus The award will be given as a two part bonus, \$1,000 in December after signing and additional \$1,000 when teacher gains tenure. | 0 | \$0 |
| Performance | The district has incorporated a bonus system that uses teacher effectiveness score (Level 4 & 5). Teachers who have those scores from the 2017-2018 school year will receive a one time bonus. | Tested teachers Non-tested teachers Portfolio teachers Level of Overall Effectiveness (LOE) | The bonus will be paid in December 2018 check. Level 5 teachers will receive \$300 and level 4 teachers will receive \$150. | 48 | \$12,000 |
| Additional Instructional Roles or Responsibilities | | | | | |
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| Education* | The district will include Bachelors and masters degrees for eligible base pay compensation as shown in attached 2017-2018 salary schedule. Degrees above EDS will no longer be compensated in base pay. | | | | |
| Other | | | | | |

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