



Department of
Education

2023-24 Differentiated Pay Plan Submission

District Name	MANCHESTER--161
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Hard-to-Staff Schools, Subjects, and/or Grades

Is your district implementing a Hard-to-Staff component for the 2023-24 school year?	Yes
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Hard-to-Staff Priority Areas	K-5 = Other (explain below) 6-8 = Other (explain below)
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Describe any additional hard-to-staff areas that were not listed above.	Guidance/social work
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Describe the eligibility criteria for Hard-to-Staff component:	Certified in content/grade area
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Provide any additional details about eligibility criteria for Hard-to-Staff:	NA
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Who is eligible for your Hard-to-Staff component?	Current teachers New hires
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What types of Hard-to-Staff bonuses are available?	Signing/Recruitment Retention
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What is the amount of the compensation per Hard-to-Staff role?	\$2,500
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Estimate the number of teachers who will receive Hard-to-Staff compensation in 2023-24:	1
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Estimate the total district cost of the Hard-to-Staff component:	\$2,500.00
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Instructional Roles and Responsibilities

Is your district implementing instructional roles and/or responsibilities for the 2023-24 school year?

Yes

How many unique instructional roles will be implemented for the 2023-24 school year?

5 or more

Description of Instructional Roles and Responsibilities

2 instructional coaches - facilitate professional development and review best instructional practices.

5 leadership team members - to help with professional development, collection of data and to represent each grade level.

1 ESL/ELL teacher leader

Describe the eligibility criteria for the Instructional Roles and Responsibilities component:

Years of experience

Advanced degrees

Provide any additional details about eligibility criteria for the Instructional Roles and Responsibilities component:

NA

What is the amount of the compensation per instructional role?

\$2,500.00 per each instructional coach

\$500.00 per each Leadership team member

\$500.00 for the ESL/ELL leader

Estimate the number of teachers that will receive compensation for instructional roles in 2023-24:

8

Estimate total district cost of the Instructional Roles and Responsibilities component:

\$3,500.00

Performance

Is your district implementing a performance based bonus for the 2023-24 school year?	No
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Alternative Salary Schedule

Is your district implementing an alternative salary schedule?	No
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2023-24 Salary Schedule

Describe how educators are compensated for earning advanced degrees in your district:	The district salary schedule includes lanes for BS, MAS, MA+30, EDS and Ph. D. degrees
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