



**2023-24 Differentiated Pay Plan Submission**

**District Name** MANCHESTER--161

**Hard-to-Staff Schools, Subjects, and/or Grades**

**Is your district implementing a Hard-to-Staff component for the 2023-24 school year?** Yes

**Hard-to-Staff Priority Areas** K-5 = Other (explain below)  
6-8 = Other (explain below)

**Describe any additional hard-to-staff areas that were not listed above.** Guidance/social work

**Describe the eligibility criteria for Hard-to-Staff component:** Certified in content/grade area

**Provide any additional details about eligibility criteria for Hard-to-Staff:** NA

**Who is eligible for your Hard-to-Staff component?** Current teachers  
New hires

**What types of Hard-to-Staff bonuses are available?** Signing/Recruitment  
Retention

**What is the amount of the compensation per Hard-to-Staff role?** \$2,500

**Estimate the number of teachers who will receive Hard-to-Staff compensation in 2023-24:** 1

**Estimate the total district cost of the Hard-to-Staff component:** \$2,500.00

## 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

## Alternative Salary Schedule

---

Is your district implementing an alternative salary schedule?

---

No

## 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

---