

Sample Differentiated Pay Plan

Sample County					
2016-17 Differentiated Pay Plan					
Differentiated Element	Description	Compensation Type and Size	Reach	Estimated Cost	Estimated Salary Expenditures
	Describe how the district will differentiate for this element. Include 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? Forecasted participation: How many teachers do you estimate will receive the award?	How much does the district estimate it will pay out for this differentiated pay element?	What percentage of salary expenditures (excluding benefit costs) does this element cover?
Hard-to-Staff (School, Subject, or Placement)	The district will offer a signing bonus and retention bonus in the hard-to-staff area of secondary math. This will include positions in Algebra II, Pre-Calculus, and Calculus.	The award will be given as a two-part bonus. \$1,000 at the time of signing and an additional \$2,000 at end of the school year when evidence of satisfactory evaluation results are also available.	This award will be available to new teachers to the district. The district typically hires 2 positions per school year in the areas defined. Existing teachers (3) in the subjects defined will also be eligible for	The estimated total for this is \$15,000 (5 teachers at \$3,000 each).	This award makes up less than 2% of the district's annual salary costs.

			the same bonus as a retention incentive.		
Performance	The district will incorporate a new salary schedule that uses evaluation criteria to determine base pay changes. A full description of the new schedule is attached.	Teachers who receive a 3 will receive a base pay increase of \$300, 4-\$500, 5-\$700. Those teachers receiving a 1 or 2 will not increase their base pay.	All teachers (150) are eligible to receive the award. A copy of the complete eligibility rules is attached. Based on the last two years of evaluation data, the district anticipates between 80-85% of teachers will receive a base pay change.	These payouts will form close to 100% percent of salary costs, with the exception of some career ladder and other supplements.	The district anticipates the total cost to be XXX.
Additional Instructional Roles or Responsibilities	The district will further its implementation of PLCs through the creation of a PLC leadership role. Highly effective teachers (scores of 4 or 5) will receive a stipend to lead and facilitate the monthly PLC meetings.	The award will be given yearly in the form of a \$1,000 stipend.	Any teacher who receives a 4 or 5 on their evaluation would be eligible to apply for the position. District and school leaders will then screen for additional qualities like leadership and facilitation skills. (Draft job description is attached.)	The estimated cost of these awards is \$20,000.	This will compromise about 2% of district salary expenditures.

			<p>There will be a total of 20 PLC leaders in the district:</p> <ul style="list-style-type: none"> - this includes 6 at the high school, -4 at the middle school, and -5 at each of the 2 elementary schools. 		
Education*					
Experience*					
Other					

**Education and experience are not differentiated pay elements and do not count toward the mandated criteria.*