



## 2015-16 West Carroll SSD Differentiated Pay Plan

Differentiated Element	Description	Compensation Type and Size	Reach	Estimated Cost	Estimated Salary Expenditures
	<p><i>Describe how the district will differentiate for this element.</i></p> <p><i>Include the criteria for receiving the award.</i></p>	<p><i>Will the compensation be given as a bonus or a base pay increase?</i></p> <p><i>How much will qualifying teachers receive?</i></p>	<p><i>Eligibility: How many teachers are eligible for this type of compensation?</i></p> <p><i>Forecasted participation: How many teachers do you estimate will receive the award?</i></p>	<p><i>How much does the district estimate it will pay out for this differentiated pay element?</i></p>	<p><i>What percentage of salary expenditures (excluding benefit costs) does this element cover?</i></p>
Hard-to-Staff (School, Subject, or Placement)	<i>The West Carroll Special school district will pay additional funds to recruit and hire a teacher for high school Spanish</i>	<i>The compensation will be in the form of tuition reimbursement. The teacher may receive up to 3000.00</i>	One	1500.00	<1%
Performance					
Additional Instructional Roles or Responsibilities	<p><i>The West Carroll Special school district will pay additional funds for the following additional instructional responsibilities:</i></p> <p><i>Learning Leader Trainers</i></p> <p><i>Learning Leader presenters</i></p> <p><i>Mentor Teachers</i></p> <p><i>Each person selected for the positions will apply through an application process and must be at least a level 4 or 5 teacher. Each position will have a job description outlining duties and responsibilities</i></p>	<p><i>Compensation for each of these positions will be given as a stipend paid out twice in a year. One payment in the fall and one in the spring. Learning leader trainers will receive 400.00 for attending training or receive recertification points in lieu of money. Learning leader presenters will receive 200.00 for presenting alone or 150.00 for presenting as a team. Mentors will receive 500.00 each</i></p>	<p><i>19 teachers are eligible for this compensation</i></p> <p><i>We anticipate 18 to participate</i></p>	11000	<1%
Education					
Experience					

Other	<i>Dual Credit training CPR training and presentation</i>	<i>The teacher attending the dual credit training will receive 200.00 and the CPR trainer and presenter will receive 200.00 per day for three days (600.00)</i>	<i>One teacher is eligible for dual credit training and One person is eligible to become the CPR trainer.  We anticipate each of these to participate</i>	950	<1%
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