

2015-16 McKenzie 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)	<p><i>A hard to staff position will be defined as any unfilled position existing that is unfilled after 20 consecutive student days. A hard to staff position can also be defined as a subject specific position where there are few or no applicants ex. High school chemistry.</i></p>	<p><i>Bonus</i></p> <p><i>\$2500 annually for 2 consecutive years</i></p>	<p><i>Based upon need</i></p> <p><i>0-2</i></p>	<p><i>0-\$10,000</i></p>	<p><i>< 1%</i></p>
Performance					
Additional Instructional Roles or Responsibilities	<p><i>Teacher Mentors</i></p> <p><i>Mentors and mentees will participate in a designed program which requires documented time and responsibilities. They will serve beginning and level 1 teachers</i></p>	<p><i>Bonus</i></p> <p><i>\$1,000 annually</i></p>	<p><i>Based upon need</i></p> <p><i>Teachers that have a 4 or 5 effectiveness level will serve as mentors.</i></p> <p><i>2-10 annually</i></p>	<p><i>\$2,000-\$10,000</i></p>	<p><i><1%</i></p>
Education					
Experience					
Other					