

Huntingdon Special School District					
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)	N/A	N/A	N/A	N/A	N/A
Performance	N/A	N/A	N/A	N/A	N/A
Additional Instructional Roles or Responsibilities	<i>HSSD will compensate teachers for providing additional instruction support by performing additional duties which are annually identified based on the district's needs. Teachers scoring at a 4 or above on overall teacher effectiveness and meeting</i>	<i>The compensation will be given annually in the form of a stipend ranging from \$300 and not to exceed \$1,000 at the end of the 2016-2017 school year.</i>	<i>Approximately 15 teachers would be eligible to apply based on evaluation scores, meeting attendance criteria and skills set. Administrative leaders would screen</i>	<i>\$11,000</i>	<i>20% of 2016-2017 equity funding allocation will be used to fund</i>

	<i>attendance requirements will be eligible to apply for additional duties such as RTI specialists, development of classroom assessments, and technology resource personnel.</i>		<i>for additional qualities such as leadership and facilitation skills.</i>		<i>differentiated pay plan.</i>
Education*	<i>The district will continue to award step increases for levels of education. See attached 2016-2017 HSSD salary schedule</i>	<i>Compensation will be base pay.</i>	<i>All certified teachers eligible</i>	<i>The estimated cost of these awards is \$2,000.</i>	<i>This will compromise less than 1% of the district salary expenditures.</i>
Experience*	<i>The district will continue to award step increases for levels of experience. See attached 2016-2017 HSSD salary schedule.</i>	<i>Compensation will be base pay.</i>	<i>All certified teachers eligible.</i>	<i>The estimated cost of these awards is \$206,936.</i>	<i>This will compromise about 2.3% of district salary expenditures.</i>
Other					

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