

Cumberland County Schools					
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)					
Performance					
Additional Instructional Roles or Responsibilities	Teachers who perform one or more pre-designated roles will receive additional compensation (see detailed chart attached). Teachers must be pre-approved for the role, and must complete the role in its entirety prior to payment.	A bonus of \$500 will be awarded for each role completed except for the single event professional development presentation which will be awarded \$300.	All teachers may express interest for the additional roles, but only 200 teachers will be eligible for the compensation. It is projected that all	\$100,100	This represents approximately 0.6% of the total salary expenditures.

			\$100,000 will be used.		
<i>Education*</i>	The district will continue to pay according to the 4 lanes of education: Bachelors, Masters, Ed.S., and Doctorates.	The compensation will be given as a base pay increase. The amount teachers receive will be based on a combination of education and experience.	All teachers are eligible for the compensation. All will receive their raises according to their position on the pay scale.		
<i>Experience*</i>	The district will maintain the current step raises based on years of experience.	The compensation will be given as a base pay increase. The amount teachers receive will be based on a combination of education and experience.	All teachers are eligible for the compensation. All will receive their raises according to their position on the pay scale.		
Other					

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