

Benton 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)					
Performance					
Additional Instructional Roles or Responsibilities	<i>The Benton County School System will compensate teachers for providing additional Instructional support by performing additional duties in order to build capacity and increase teacher effectiveness. Highly effective teachers with scores of 3-5 will</i>	<i>The compensation will be provided as a supplement for specific leadership roles. Specific amounts will range from \$ 250 - \$ 1,000.</i>	<i>Based upon Team scores 79.5 % of Benton County teachers would be eligible to apply for the additional instructional roles or responsibilities based upon system needs. District and school leaders will screen for additional qualities such as leadership and facilitation skills. There will be approximately 60</i>	<i>The estimated cost of this element of differentiated pay is approximately \$ 50,000.</i>	<i>.5%</i>

	<i>receive a supplement for their duties.</i>		<i>positions that may be filled with available funding.</i>		
Education*	<i>The district has reduced its salary schedule lanes from 9 to 5 recognizing BS, MS, MS+30,EDS, and EdD. The salary schedule will be increased as shown on the attached salary schedule.</i>	<i>The salary schedule will be increased per slot/lane by 3 %.</i>	<i>Currently, 63.28 % of certified staff have a MS degree or higher; 44.4 %; 31.8 % have less than a MS degree.</i>	<i>The increase for each lane is 3 %. Estimated cost is \$ 320,000.</i>	<i>5.2 %</i>
Experience*	<i>The district will continue to award step and degree raises for each year of experience. The attached salary schedule will depict that increase using additional state and local funds.</i>	<i>Each teacher will earn a yearly step increase for each year of experience up to 20 years.</i>	<i>All teachers are eligible.</i>	<i>The increase for each lane is 3 %. Estimated cost is \$ 320,000.</i>	<i>5.2 %</i>
Other					

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