

NEWPORT--151					
2017-18 Differentiated Pay Plan					
Differentiated Element	Description	Eligibility Criteria	Compensation Type and Size	Reach	Estimated Cost
	Describe how the district will differentiate for this element.	What is 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?	How much does the district estimate it will pay out for this differentiated pay element?
Hard-to-Staff (School, Subject, or Placement)	Our system has difficulty staffing our seventh grade with highly effective teachers who have experience. Also, we had difficulty in staffing our S.T.E.M. lab with a highly effective teacher with experience.	Level of Overall Effectiveness (LOE) Certified in content/grade area Years of experience	Bonus (One-Time) \$1,500 at signing	4	\$6,000
Performance					
Additional Instructional Roles or Responsibilities	Instructional roles will be assigned to specific teachers in the four core subjects in grades 3-8 and K-1. The duties will include meeting monthly with other teachers to study data, find resources to help strengthen core subjects and teaching strategies, and model teaching skills.	Level of Overall Effectiveness (LOE) Individual TVAAS Certified in content/grade area Years of experience	\$1,000	8	\$8,000

Education*	They receive a pay increase for each advanced degree and years of experience up to 21 years. Five hundred dollars were added to each line item of experience. Also, an additional \$500 bonus will be given at Christmas.				
Other					

**Education is not a differentiated pay element and does not count toward the mandated criteria.*