

LAKE COUNTY--480					
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)	Hard-to-Staff High School Math Position	Certified in content/grade area	\$2,000 sign on bonus	1	\$2,000
Performance	Teachers who achieve a level 5 on effectiveness will receive a \$500 bonus.	Tested teachers Non-tested teachers Portfolio teachers Level of Overall Effectiveness (LOE)	\$500 for a 5 LOE	10	\$5,000
Additional Instructional Roles or Responsibilities	We have 13 teacher leaders in the school system. These leaders will be facilitators for rolling out standards.	Level of Overall Effectiveness (LOE) Certified in content/grade area Years of experience	\$1,500 per teacher	13	\$19,500
Education*	A 20 year average shows an increase of approximately \$364 each year for a BS, \$470 for a MS, and \$575 for a MS+				
Other					

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