

# ACHIEVEMENT SCHOOL DISTRICT--985

## 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?
<b>Hard-to-Staff (School, Subject, or Placement)</b>					
<b>Performance</b>	<p>Returning teachers are eligible to receive a financial incentive based upon their overall performance as measured by their teacher evaluation LOE.</p> <ul style="list-style-type: none"> <li>• Level 1: \$0</li> <li>• Level 2: \$0</li> <li>• Level 3: \$500</li> <li>• Level 4: \$1000</li> <li>• Level 5: \$1500</li> </ul> <p>The preference would be to provide these funds through a raise (an increase in the</p>	<p>Tested teachers</p> <p>Non-tested teachers</p> <p>Portfolio teachers</p> <p>Level of Overall Effectiveness (LOE)</p>	<ul style="list-style-type: none"> <li>• Level 1: \$0</li> <li>• Level 2: \$0</li> <li>• Level 3: \$500</li> <li>• Level 4: \$1000</li> <li>• Level 5: \$1500</li> </ul>	75	\$85,000

	<p>employee's base salary) effective the beginning of the following school year, once final evaluation data has been returned. If base salary increases are not feasible from a logistical or financial perspective, one-time bonuses in lieu of increases to base salary will be considered.</p> <p>Teachers will not receive any other kind of step increase. This is the only increase in pay that they are eligible to receive.</p>				
<b>Additional Instructional Roles or Responsibilities</b>					
<b><i>Education*</i></b>					
<b>Other</b>					

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