

I. Description of Differentiated Elements (Required Section)*

Directions: For each element of the district's differentiated pay plan, use the table below to provide a description of how the district will differentiate pay. The plan must include **at least one** of the elements listed below in the left-hand column, **in addition to education and experience**. As a reminder, **education and experience do not qualify as a type of differentiated pay. They are collected in the table below for contextual information.**

Many plans may include a combination of several elements; therefore, please add rows or repeat differentiated elements as needed. For example, the plan may include two different types of additional instructional roles. Also, please feel free to delete from the table or leave blank any differentiated elements that will not be used in your plan. See the Supplemental documents tab on the [website](#) to view a sample table that contains an example of each type of differentiated element.

Differentiated Element	Description	Compensation Type and Size	Reach	Estimated Cost	Estimated Salary Expenditures
ONEIDA SSD 761	<i>Describe how the district will differentiate for this element.</i> <i>Include the criteria for receiving the award.</i>	<i>Will the compensation be given as a bonus or a base pay increase?</i> <i>How much will qualifying teachers receive?</i>	<i>Eligibility: How many teachers are eligible for this type of compensation?</i> <i>Forecasted participation: How many teachers do you estimate will receive the award?</i>	<i>How much does the district estimate it will pay out for this differentiated pay element?</i>	<i>What percentage of salary expenditures (excluding benefit costs) does this element cover?</i>
Hard-to-Staff (School, Subject, or Placement)	<i>The Oneida SSD will offer a signing bonus in the hard to staff area of secondary math. This will include positions in AP College Algebra, Pre-Calculus and Calculus</i>	<i>The award will be given as a two-part bonus of \$1000 at the time of signing and an additional \$1000 at the end of the school year when evidence of satisfactory evaluation results are available</i>	<i>This award will be available to new teachers to the district. The district typically hires 1 position per school year in the areas defined.</i> <i>Existing teachers (1) in the subjects defined will also be eligible for the same bonus as a retention incentive</i>	<i>The estimated total for this is \$4000 (2 teachers at \$2000 each).</i>	<i>This award makes up less than 2% of the district annual salary cost.</i>
Performance	N/A				
Additional Instructional	N/A				

Roles or Responsibilities					
Education	<i>The Oneida SSD will maintain degree based pay compensation as shown in the attached 2015-16 salary schedule</i>	<i>Degrees will be awarded with a base pay increase</i>	<i>The district currently has 65% with an advanced degree above the Bachelor's Level</i>	<i>The estimated cost of this element is \$40,000 to \$50,000 per year</i>	<i>This will comprise about 11% of the district salary expenditures</i>
Experience	<i>The Oneida SSD will continue to award step increases for each year of experience</i> <i>The attached salary schedule contains proposed amounts</i>	<i>Each teach will earn a yearly step increase for years of experience.</i>	<i>All teachers are eligible.</i>	<i>The average step increase in the district is \$800 per year. The estimated cost is \$80,000.</i>	<i>This experience payment makes up 20% of the district expenditures on salary.</i>
Other	<i>The Oneida SSD will further its enrichment programs throughout the school year.</i> <i>Highly effective teachers (scores of 4 or 5) will be eligible to receive a stipend to facilitate learning programs afterschool and during summer months.</i>	<i>This award will be given yearly in the form of \$1000 stipend.</i>	<i>Any teacher who receives a 4 or 5 on their evaluations would be eligible to apply for the position. District and school leaders will then screen for additional qualities relating to the area of enrichment.</i> <i>There will be a total of 15 enrichment positions in the district.</i> <ul style="list-style-type: none"> - 3 at the high school - 4 at the middle school - 8 at the elementary school. 	<i>The estimated cost of these awards is \$15,000.</i>	<i>This will comprise about 2% of the district salary expenditures.</i>