



## 2015-16 Polk County Differentiated Pay Plan

Differentiated Element	Description	Compensation Type and Size	Reach	Estimated Cost	Estimated Salary Expenditures
	<p><i>Describe how the district will differentiate for this element.</i></p> <p><i>Include the criteria for receiving the award.</i></p>	<p><i>Will the compensation be given as a bonus or a base pay increase?</i></p> <p><i>How much will qualifying teachers receive?</i></p>	<p><i>Eligibility: How many teachers are eligible for this type of compensation?</i></p> <p><i>Forecasted participation: How many teachers do you estimate will receive the award?</i></p>	<p><i>How much does the district estimate it will payout for this differentiated pay element?</i></p>	<p><i>What percentage of salary expenditures (excluding benefit costs) does this element cover?</i></p>
<b>Hard-to-Staff (School, Subject, or Placement)</b>					
<b>Performance</b>	The district will continue the new bonus system that uses teacher effectiveness score (Level 5), Teachers who have an effectiveness score from the 2015-16 school year will receive the bonus.	The bonus will be paid one time in the November check following the 2015-2016 school year. Level 5 teachers will receive \$500.	All teachers (171) in our system will be eligible for the bonus since all teachers receive and effect score. Based off of the 2012-2013 school year effect scores we estimate that 16-20 teachers will receive the bonus.	\$10,000 (20 teachers X \$500) The district will budget this in for the first year and sustain the cost by eliminating the BS+15,BS+30, MS+30, MS+45 pay lanes.	This award makes up less than 1% of the district's annual salary costs.
<b>Additional Instructional Roles or Responsibilities</b>					
<b>Education</b>					
<b>Experience</b>					
<b>Other</b>					