

Clinton City Differentiated Pay Plan 2015-16

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 pay out for this differentiated pay element?</i></p>	<p><i>What percentage of salary expenditures (excluding benefit costs) does this element cover?</i></p>
Hard-to-Staff (School, Subject, or Placement)	The district will offer a supplement in the hard to staff or high needs areas of technology coordinator, academic coaches, and other positions as identified by an annual review of the system.	The compensation will be given as a supplement, paid as part of the monthly salary, up to \$1000.00	This supplement will be available to qualifying staff members in the district. Our anticipation is three staff members qualifying for the supplement.	The district will pay up to \$3000.00.	0.10%
Performance	N/A	N/A	N/A	N/A	N/A
Additional Instructional Roles or Responsibilities	The district will offer hourly or monthly bonus pay for the following additional roles and/or responsibilities: mentoring first year teachers, supervising an intern, lead teachers with “train the trainer” expertise, STEM leader for the system, academic presentations, extended learning programs.	The compensation will be given as a bonus. The hourly rate will be \$20.00 and the monthly rate will be \$100.00 for a maximum of \$1000.00 per year.	The number of eligible staff will fluctuate based on the numbers of first year teachers, interns, need for the train the trainer type activities and approval of academic presentations by administrators. The STEM leader position would be filled by one staff member each year. Approximately 20 staff members would be eligible for this bonus pay.	The district will pay up to \$20,000.00 as positions are needed.	

Education	The district will include Bachelor's, Master's, Educational Specialists and Doctoral degrees for eligible base pay compensation.	The compensation will be base pay and qualifying teachers will receive the amount specified by degree level.	All teachers would be eligible for this compensation based on the specified degree criteria.	No additional cost.	
Experience	The district will continue to provide step increases for each year of experience.	Each teacher will earn a yearly step increase for years of experience. The increases are organized using "bands" of percentage increases over time.	All teachers are eligible.	No additional cost.	
Other	The district will offer a bonus for National Board Certification.	The compensation will be a bonus of up to \$1000.00.	Currently, we have one staff member eligible. Any teacher who achieves this level of certification will be eligible.	The district will pay out at least \$1000.00 and up to \$5000.00 as teachers complete criteria for attainment.	0.15%