

McKenzie Special School District					
2016-17 Differentiated Pay Plan					
Differentiated Element	Description	Compensation Type and Size	Reach	Estimated Cost	Estimated Salary Expenditures
	Describe how the district will differentiate for this element. Include 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? Forecasted participation: How many teachers do you estimate will receive the award?	How much does the district estimate it will pay out for this differentiated pay element?	What percentage of salary expenditures (excluding benefit costs) does this element cover?
Hard-to-Staff (School, Subject, or Placement)	<i>A hard to staff position will be defined as any unfilled position existing that is unfilled after 20 consecutive student days. A hard to staff position can also be defined as a subject specific position where there are few or no applicants ex. High school chemistry</i>	<i>Bonus \$2500 annually for 2 consecutive years</i>	<i>Based upon need 0-2 annually</i>	<i>0-\$10,000</i>	<i><1%</i>
Performance					
Additional Instructional Roles or Responsibilities	<i>Teacher Mentors Mentors and mentees will participate in a designed program</i>	<i>Bonus \$1000 annually</i>	<i>Based upon need teachers that have a 4 or 5 effectiveness level will have an</i>	<i>\$2,000-\$10,000</i>	<i><1%</i>

	<i>which requires documented time and responsibilities. The mentors will serve beginning and level 1 teachers</i>		<i>opportunity to serve as a mentor 2-10 annually</i>		
<i>Education*</i>					
<i>Experience*</i>					
<i>Other</i>					

**Education and experience are not differentiated pay elements and do not count toward the mandated criteria.*