

HUMBOLDT--271					
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?
Hard-to-Staff (School, Subject, or Placement)					
Performance	1. Teachers who receive a teacher-effect composite score of 5 or 4. 2. Teachers who receive an individual teacher-effect score of 5. The district will incorporate a one-time performance bonus that uses TEAM evaluation criteria to determine the amount awarded to each teacher.	Tested teachers Non-tested teachers Level of Overall Effectiveness (LOE)	One Time Bonus 1. Teacher-Effect Composite Score Score of 5 = \$300 Score of 4 = \$100 2. Individual Teacher-Effect Score of 5 = \$250	74	\$24,173
Additional Instructional Roles or Responsibilities					

Education*	The district will continue to include step increases for each year of experience. The attached salary schedule contains proposed amounts.				
Other					

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