

MONROE COUNTY--620					
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)	Hard to fill teaching positions will be determined by open positions and submitted for Board approval annually. Once established, supplemental stipends will be provided as a signing bonus. For the 2017-2018 school year, the HTS positions include high school math, chemistry and biology.	Certified in content/grade area Once hard to staff subjects are identified, eligible teachers are identified as certified and qualified applicants.	Bonus \$1,000	5	\$5,000
Performance					
Additional Instructional Roles or Responsibilities	Teacher Leaders will present state standards to grade and content area teachers at one in-service day and four other dates in after school sessions to be determined.	Performance and experience	Teacher Leaders: \$500-\$1,000 stipend based on time commitment. Change Leaders: \$500-\$1,000 stipend.	6	\$6,000

	Change Leaders will lead their improvement planning process and data team work. These leaders will facilitate PLC's and spearhead school improvement.				
Education*	The existing Monroe County Salary Schedule will be maintained for 2016-2017 with annual step increases for the first 20 years of professional employment. Teachers receive additional salary for Master's Degree, Educational Specialist Degree, Master's plus 45, and Doctorate Degree.				
Other					

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