



2015-16 Marion 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 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)					
Performance					
Additional Instructional Roles or Responsibilities	Teachers scoring at a 4 or above on their TEAM teacher evaluation and also meeting LEA attendance requirements will be eligible to serve as mentors, core content specialists, and collaborative learning leaders.	The compensation will be given yearly in the form of a stipend/bonus at the end of the 2015-2016 school year. Dollar amount of stipend—minimum of \$500 and not to exceed \$2,000.	Based on last year's final classroom observations and LEA attendance requirements approximately 30% of teachers would be eligible for consideration. An average of 3-5 teachers per school.	\$50,000.00	33% of 2015-16 equity money (\$150,319.00) will be used to fund differentiated pay plan
Education	The district will continue to award step increases for levels of education. See attached 2015-2016 MCS salary schedule	Compensation distributed equally to classroom teachers.	All certified full-time teachers eligible	The estimated cost of these awards is \$71,611	This will compromise less than 1% of district salary expenditures.
Experience	The district will not continue to award step increases for each year of experience.	Base pay will be determined by the 2015/2016 MCS salary Schedule. (Frozen)	All certified full-time employees eligible.	N/A	N/A

	See attached 2015-2016 MCS salary schedule				
Other					