



## 2015-16 Monroe 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>
<b>Hard-to-Staff (School, Subject, or Placement)</b>	<ul style="list-style-type: none"> <li>Hard to fill teaching positions will be determined by open positions and submitted for Board approval annually</li> <li>Once established, supplemental stipends will be provided</li> </ul>	<p>Compensation for teachers will be a one time stipend</p> <p>\$1,000 for teachers</p>	<p>Maximum of five teaching positions per year</p> <p>Forecast participation: zero to three</p>	<p>Maximum of \$5,000</p>	<p>&lt;1%</p>
<b>Performance</b>	<ul style="list-style-type: none"> <li>School incentives for achieving annual measurable objectives</li> </ul>	<p>Compensation will be a one-time stipend given to schools to use at the principals' discretion.</p> <p>\$2,000 will be given to schools that achieve all Achievement and</p>	<p>All schools</p> <p>Forecast prediction: seven to twelve</p>	<p>Maximum of \$24,000</p>	<p>&lt;1%</p>

		<p><i>Achievement Gap Closure AMOs</i></p> <p><i>\$1,000 will be given to schools that achieve all Achievement AMOs or all Achievement Gap Closure AMOs</i></p>			
<p><b>Additional Instructional Roles or Responsibilities</b> <i>Extended Learning</i></p>	<ul style="list-style-type: none"> <li>• <i>Minimum of Level Three Teacher Effectiveness as determined by the TEAM evaluation model</i></li> <li>• <i>Priority will be given first to Level Five teachers, then to Level Four teachers, last to Level Three teachers</i></li> <li>• <i>Provide remediation or enrichment in academic areas of identified need as determined by student achievement data</i></li> </ul>	<p><i>Compensation will be a one time stipend \$1,000 for 70 hours of extended learning or PLC facilitation or \$500 for 35 hours of extended learning.</i></p>	<p><i>One to four positions per school (depending on enrollment) will be funded for the 2015-16 school year.</i></p>	<p><i>Maximum of \$48,000</i></p>	<p><i>&lt;1%</i></p>
<p><b>Education</b></p>	<p><i>The existing Monroe County Salary Schedule will be maintained for 2015-2016 with annual step increases for the first 20 years of professional employment</i></p>	<p><i>NA</i></p>	<p><i>All professional staff</i></p>	<p><i>NA</i></p>	<p><i>NA</i></p>
<p><b>Experience</b></p>	<p><i>The existing Monroe County Salary Schedule will be</i></p>	<p><i>NA</i></p>	<p><i>All professional staff</i></p>	<p><i>NA</i></p>	<p><i>NA</i></p>

	<i>maintained for 2015-2016 with raises for MS, MS+, EdS, and PhD/EdD</i>				
<b>Other</b>					