

## Cumberland County 2015-16 Differentiated Pay Plan

### I. Description of Differentiated Elements (Required Section)\*

Directions: For each element of the district's differentiated pay plan, use the table below to provide a description of how the district will differentiate pay. The plan must include **at least one** of the elements listed below in the left-hand column, **in addition to education and experience**. As a reminder, **education and experience do not qualify as a type of differentiated pay. They are collected in the table below for contextual information.**

Many plans may include a combination of several elements; therefore, please add rows or repeat differentiated elements as needed. For example, the plan may include two different types of additional instructional roles. Also, please feel free to delete from the table or leave blank any differentiated elements that will not be used in your plan. See the Supplemental documents tab on the [website](#) to view a sample table that contains an example of each type of differentiated element.

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 who perform one of the pre-designated roles will receive additional compensation (see detailed chart below). Teachers must be pre-approved for the role, and must complete the role in its entirety prior to payment	A bonus of \$500 will be awarded for each role completed.	All teachers may submit interest for the additional roles, but only 200 teachers will be eligible for the compensation. It is projected that all \$100,000 will be used.	\$100,000	This represents approximately 0.6% of the total salary expenditures. Please note this drop is due to the elimination of the PLC role

					and the addition of the 2% base pay raise.
<b><i>Education</i></b>	The district will continue to pay according to the 4 lanes of education: bachelors, masters, ed.s., and doctorate.	The compensation will be given as a base pay increase. The amount teachers receive will be based on a combination of education and experience.	All teachers are eligible for the compensation. All will receive their raises according to their position on the pay scale.		
<b><i>Experience</i></b>	The district will maintain the current step raises based on years of experience.	The compensation will be given as a base pay increase. The amount teachers receive will be based on a combination of education and experience.	All teachers are eligible for the compensation. All will receive their raises according to their position on the pay scale.		
<b>Other</b>					