



2015-16 Hancock 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	<p><i>The district shall incorporate a performance bonus that uses the Overall Level of Effectiveness to reward teachers for exceptional performance.</i></p>	<p><i>Pay will be given as a one-time bonus.</i></p> <p><i>Teachers who receive a composite score of 5 on the Team evaluation shall receive \$500.00. Teachers that receive a 4 shall receive \$300.00.</i></p>	<p><i>There shall be eligibility requirements established in areas such as attendance, certification and other identified areas.</i></p>	<p><i>There shall be eligibility requirements established in areas such as attendance, certification and other identified areas.</i></p>	<p><i>These bonus payouts will be approximately 0.6576% of the district's total salary budget.</i></p>
Additional Instructional Roles or Responsibilities					
Education					
Experience					
Other					