

Meigs County					
2016-17 Differentiated Pay Plan					
Differentiated Element	Description	Compensation Type and Size	Reach	Estimated Cost	Estimated Salary Expenditures
	Describe how the district will differentiate for this element. Include 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? Forecasted participation: How many teachers do you estimate will receive the award?	How much does the district estimate it will pay out for this differentiated pay element?	What percentage of salary expenditures (excluding benefit costs) does this element cover?
Hard-to-Staff (School, Subject, or Placement)	<i>Meigs County Schools will annually identify and may offer a signing bonus or retention bonus in the hard-to-staff areas as approved by the Director of Schools.</i>	<i>Bonuses not to exceed \$5,000 can be utilized to recruit new teachers or retain existing teachers in hard to staff areas.</i>	<i>1 to 3 teachers</i>	<i>The estimated total for this is \$15,000 (3 teachers at \$5,000 each)</i>	<i>This award makes up less than 1% of the district's annual salary cost</i>
Added Endorsement	<i>Meigs County schools will reimburse teachers for education and testing cost related to adding endorsements requested by the district. The teacher would enter into a contract for years of service upon completion of the work.</i>	<i>Reimbursement per cost incurred</i>	<i>1 to 3 teachers</i>	<i>Estimated total \$700-\$800 per semester course</i>	<i>This award makes up less than 1% of the district's annual salary cost</i>

Additional Instructional Roles or Responsibilities	<i>Meigs County Schools may compensate teachers for providing additional instructional support by performing additional duties in order to build capacity and increase teacher effectiveness (Job descriptions and evaluation criteria for the additional roles will be developed and approved annually by the LEA.)</i>	<i>All compensation amounts will be defined with a minimum level of \$500 and not to exceed \$2,000 annually.</i>	<i>Any teacher who receives a 3 or higher on their evaluation composite would be eligible to be selected for the position. District and school leaders will then screen for additional qualities like leadership and facilitation skills.</i>	<i>The estimated cost of this award is \$38,500.00</i>	<i>This will compromise less than 1% of district salary expenditures.</i>
Education*	<i>Meigs County will compensation for Advance Degrees as shown in the attached 2016-17 DRAFT Salary Schedule.</i>	<i>Master's degrees will be awarded with a base pay increase. Advanced Degrees beyond a master's will receive a local increase in pay.</i>	<i>The district currently has 15% of its teachers with an advanced degree above the Master's Level.</i>	<i>This estimated total cost of this element is \$96,000 per year.</i>	<i>This will comprise less than 2% of district salary expenditures</i>
Experience*	<i>The district will continue to award step increases for each year of experience.</i>	<i>Teachers will earn a yearly step increase for years of experience per the salary schedule.</i>	<i>All teachers are eligible per salary schedule.</i>	<i>The average step increase in the district is \$200 per year. The estimated cost is \$ 74,574.00</i>	<i>This experience payment makes up about 1% of the districts expenditures of salary.</i>
Other					

**Education and experience are not differentiated pay elements and do not count toward the mandated criteria.*