

| District Name: Marion County Schools               |   |   |   |  |   |
|--|---|---|---|--|---|
| 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?<br>How much will qualifying teachers receive?   | Eligibility: How many teachers are eligible for this type of compensation?<br>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<br>(School, Subject, or Placement)   |   |   |   |  |   |
| Performance  |   |   |   |  |   |
| Additional Instructional Roles or Responsibilities | <i>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.</i> | <i>The compensation will be given yearly in the form of a stipend/bonus at the end of the 2016-2017 school year.</i><br><br><i>Dollar amount stipend minimum of \$1,000 and not to exceed \$2,000</i> | <i>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</i> | <i>\$50,000.00</i>   | <i>33% of 2016-2017 equity money (\$150,319.00) will be used to fund differentiated pay plan.</i> |

|                    |  |   |   |  |   |
|--------------------|--|---|---|--|---|
|                    |  |   | <i>teachers per school.</i>                               |  |   |
| <b>Education*</b>  | <p><i>The district will continue to award step increases for levels of education.</i></p> <p><i>See attached 2016-2017 MCBOE salary schedule.</i></p>  | <p><i>Compensation distributed equally to classroom teachers.</i></p>             | <p><i>All certified full-time teachers eligible.</i></p>  | <p><i>The estimated cost of the these awards is \$175,000.00</i></p> | <p><i>This will compromise less than 1% of districts salary expenditures.</i></p> |
| <b>Experience*</b> | <p><i>The district will continue to award step increases for each year experience.</i></p> <p><i>See attached 2016-2017 MCBOE salary schedule.</i></p> | <p><i>Base pay will be determined by the 2016-2017 MCBOE salary schedule.</i></p> | <p><i>All certified full-time employees eligible.</i></p> | <p><i>N/A</i></p>  | <p><i>N/A</i></p>   |
| <b>Other</b>       |  |   |   |  |   |

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