

Polk 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?
<b>Hard-to-Staff (School, Subject, or Placement)</b>					
<b>Performance</b>	The district will continue the new bonus system that uses teacher effectiveness score (Level 5), Teachers who have an effectiveness score from the 2016-17 school year will receive the bonus.	The bonus will be paid one time in the November check following the 2016-2017 school year. Level 5 teachers will receive \$500.	All teachers (169) in our system will be eligible for the bonus since all teachers receive and effect score. Based off of the 2014-2015 school year effect scores we estimate that 23-30 teachers will receive the bonus.	\$15,000 (30 teachers X \$500) The district will budget this in for the first year and sustain the cost by eliminating the BS+15,BS+30, MS+30, MS+45 pay lanes.	This award makes up less than 1% of the district's annual salary costs.

<b>Additional Instructional Roles or Responsibilities</b>					
<b><i>Education*</i></b>					
<b><i>Experience*</i></b>					
<b>Other</b>					

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