

MCKENZIE--094					
2017-18 Differentiated Pay Plan					
Differentiated Element	Description	Eligibility Criteria	Compensation Type and Size	Reach	Estimated Cost
	Describe how the district will differentiate for this element.	What is 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?	How much does the district estimate it will pay out for this differentiated pay element?
<b>Hard-to-Staff (School, Subject, or Placement)</b>	Any position not filled after 20 consecutive student days. This also can be a position for which we have none or very few applicants ex. high school chemistry.	<p>Certified in content/grade area</p> <p>We had a chemistry position for which we had no applicants. We paid a bonus to a certified person within our system to fill the position.</p>	<p>Bonus</p> <p>\$5,000. We will pay \$2,500 each year of the first two years in the hard to staff position.</p>	1	\$2,500
<b>Performance</b>					
<b>Additional Instructional Roles or Responsibilities</b>	Teacher Mentors. We will give bonuses to those that serve as teacher mentors. All new hires receive a mentor. Our level 1 and 2 teachers may receive mentors. Mentors are selected from volunteers.	<p>Level of Overall Effectiveness (LOE)</p> <p>Individual TVAAS</p> <p>Certified in content/grade area</p>	\$1,000 per year	10	\$10,000

	Teachers with 4 and 5 levels of effectiveness are given priority. Each mentor must participate in a designed program that requires documented time and responsibilities. The mentees will benefit from peer evaluations and required meetings with their mentor.	We usually try to match grade spans and areas of certification			
<b>Education*</b>	They receive pay increases per our salary schedule				
<b>Other</b>					

*\*Education is not a differentiated pay element and does not count toward the mandated criteria.*