

WASHINGTON COUNTY--900					
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?
Hard-to-Staff (School, Subject, or Placement)					
Performance					
Additional Instructional Roles or Responsibilities	<ul style="list-style-type: none"> - Instructional Coaches for each elementary school. - RTI2 Teacher Leadership Coordinators working with RTI2 Teacher Leaders. - RTI2 Teacher Leaders working with school level RTI2 teachers. - Secondary professional development activities lead by teachers for other teachers in math and ELA. - Secondary ACT prep teacher leaders working with other secondary teachers. 	Certified in content/grade area	\$33-40/hour \$50/day for six hour days for secondary teachers	100	\$800,000

Education*	Certified employees are compensated for advanced degrees of MA, MA+10, MA+20, MA+30, MA+40, MA+50, MA+60, Education Specialist and Doctorate.				
Other					

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