

WARREN COUNTY--890					
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	In the 2017-18 school year we plan to continue to pay an 11th month salary to our Instructional Coordinators in all schools. Instructional Coordinators will work 2 weeks after school is out and 2 weeks prior to school beginning to organize data and curriculum in preparation for students return. Instructional Coordinators are the instructional coach for each school. They also	Instructional Coordinators are hired by the Principal of each school.	The amount of compensation varies with the number of years experience and degree held by the instructional coordinator.	10	\$60,000

	will work directly with teachers to help them prepare for the start of school as well as helping teachers to be academically successful throughout the school year.				
Education*	Educators in our district are paid for years experience and degrees earned. In 2017-18 we plan to implement a one time \$500 bonus to all educators and staff as well as paying \$50 more per year on Insurance premium. We are also equalizing the salary schedule to ensure that all certified staff members get an an equal \$400 step raise each year in all lanes and degree levels.				
Other					

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