

## Oneida Special School District 2018-19 Differentiated Pay Plan

Hard-to-Staff	<input checked="" type="checkbox"/>
Instructional Roles	<input checked="" type="checkbox"/>
Performance	<input type="checkbox"/>
Alternative Salary Schedule	<input type="checkbox"/>

Hard to Staff (School, Subject, or Placement)	
<b>Description</b>	The Oneida Special School District will be offering a retention bonus for existing teachers who are interested or willing to teach in hard to staff positions. The position(s) are in Secondary Math <b>Priority Areas: 9-12 (Math)</b>
<b>Eligibility Criteria</b>	Level of Overall Effectiveness (LOE), Certified in content/grade area All existing teachers are eligible, however those with a higher LOE (4 or 5) will be given first option to teach in these areas. Those teachers certified in the hard to staff position will also be looked at first. The award will be given as a two part bonus. One at the end of each semester pending evidence of satisfactory evaluation results. Current teachers
<b>Compensation Type and Size</b>	<b>Compensation Type:</b> Bonus <b>Bonus Type:</b> Retention <b>Compensation Amount:</b> \$2,000 per teacher
<b>Reach</b>	2
<b>Estimated Cost</b>	\$4,000
Instructional Roles or Responsibilities	
<b>Description</b>	Lead Teachers – facilitate PLCs <b>Number of Unique Roles:</b> 1
<b>Eligibility Criteria</b>	Level of Overall Effectiveness (LOE) Any teacher who receives a 4 or 5 on their evaluations would be eligible to apply for the position.
<b>Compensation Type and Size</b>	\$775 per person
<b>Reach</b>	4
<b>Estimated Cost</b>	\$3,100
Performance	
N/A	
Alternative Salary Schedule	
<b>Is the district implementing an alternative salary schedule?</b> No	
Education*	
Advanced degrees in OSSD are compensated at a higher pay than those with a bachelor's degree. We have 4 'lanes'--Bachelor's, Masters, EDS, and EDD. Individuals are paid based on years of experience and degree. Each educator is awarded a yearly step increase.	
Other	
N/A	

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