

Oneida Special School District 2019-20 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)	
Description	The Oneida Special School District offers a retention bonus to existing teachers who are willing to teach in hard to staff positions. The positions are in Secondary Math. Priority Areas: 9-12 (Math)
Eligibility Criteria	Level of overall effectiveness (LOE); Certified in content/grade area All existing teachers are eligible, however those with LOE of 4 or 5 are given first choice to teach these areas. Existing teachers certified in the content/grade area are also looked at first.
Compensation Type and Size	Compensation Type: Bonus Bonus Type: Retention Compensation Amount: \$2,000 per teacher
Reach	2
Estimated Cost	\$4,000
Instructional Roles or Responsibilities	
Description	Existing teachers will be used as mentor teachers for first year or teachers with lower LOE. Number of Unique Roles: 4
Eligibility Criteria	Level of overall effectiveness (LOE): Any teacher who has a 4 or 5 LOE on their evaluations would be eligible to apply for the position.
Compensation Type and Size	\$775
Reach	4
Estimated Cost	\$3,100
Performance	
N/A	
Alternative Salary Schedule	
Is the district implementing an alternative salary schedule? No	
Education*	
Advanced degrees 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.