

I. Description of Differentiated Elements (Required Section)

Directions: For each element of the district's differentiated pay plan, use the table below to provide a description of how the district will differentiate pay. The plan must include **at least one** of the elements listed below in the left-hand column, in addition to education and experience.

Many plans may include a combination of several elements; therefore, please add rows or repeat differentiated elements as needed. For example, the plan may include two different types of additional instructional roles. Also, please feel free to delete from the table or leave blank any differentiated elements that will not be used in your plan.

Appendix B of this document contains an example of each type of differentiated element. Please review that example prior to completing the table below.

Differentiated Element	Description	Compensation Type and Size	Reach	Estimated Cost	Estimated Salary Expenditures
	<i>Describe how the district will differentiate for this element.</i> <i>Include the criteria for receiving the award.</i>	<i>Will the compensation be given as a bonus or a base pay increase?</i> <i>How much will qualifying teachers receive?</i>	<i>Eligibility: How many teachers are eligible for this type of compensation?</i> <i>Forecasted participation: How many teachers do you estimate will receive the award?</i>	<i>How much does the district estimate it will pay out for this differentiated pay element?</i>	<i>What percentage of salary expenditures (excluding benefit costs) does this element cover?</i>
Hard-to-Staff (School, Subject, or Placement)	A hard to staff position will be defined as any unfilled position existing 15 days prior to the first day of in-service or any position that remains unfilled after 20 consecutive student days	Bonus \$2500 annually for two consecutive years	Based upon need 0-2	0-\$10,000	<1%
Performance					
Additional Instructional Roles or Responsibilities	Teacher Mentors The Mentors will document 18 hours per semester. They will conduct an evaluation and post conference within the first	Bonus \$1,000 one time	Based upon need Available to teachers with an effectiveness rating of 4 or 5 2-10 annually	\$2,000-\$10,000	<1%

	<i>4 weeks each semester. They also must document collaboration every two weeks. There is also an end of year reflection required.</i>				
Education					
Experience					
Other					