

WASHINGTON COUNTY DEPARTMENT OF EDUCATION

SYSTEM 900

DIFFERENTIATED PAY PROPOSAL

- 1) Extra pay for extra work: qualifier—certificated personnel whose composite scores are at or above expectations: \$380,071.20.
 - a) Summer School classes: \$240,048
 - b) After school tutoring: \$100,020
 - c) Other (Leadership): \$40,003.20

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>
Additional Instructional Roles or Responsibilities	Supplemental instruction. Extra pay for additional work. Certified personnel at or above expectations on evaluations.	Bonus \$33.00/hour	Eligible equal to or greater than 95% (549 teachers) Participation 20% (116 teachers)	\$380,071.20	1.5%