

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**. As a reminder, **education and experience do not qualify as a type of differentiated pay. They are collected in the table below for contextual information.**

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. See the Supplemental documents tab on the [website](#) to view a sample table that contains an example of each type of differentiated element.

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>Will the compensation be given as a bonus or a base pay increase?</i>	<i>Eligibility: How many teachers are eligible for this type of compensation?</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>
	<i>Include the criteria for receiving the award.</i>	<i>How much will qualifying teachers receive?</i>	<i>Forecasted participation: How many teachers do you estimate will receive the award?</i>		
Hard-to-Staff (School, Subject, or Placement)	<i>Teachers at Miller-Boyd Alternative School will receive a base pay increase for teaching in a hard-to-staff school</i>	<i>The compensation is given as a base pay increase of \$1,500.</i>	<i>Eight teachers will receive this compensation.</i>	<i>\$12,000</i>	<i>.04%</i>
Performance					
Additional Instructional Roles or Responsibilities	<i>Teachers will perform additional duties in the district's credit accrual/recovery program.</i>	<i>The compensation is given as a bonus upon completion of the duties. The rate of pay is \$17.14 per hour.</i>	<i>Approximately 18 teachers will participate in the credit accrual/recovery program.</i>	<i>\$23,800</i>	<i>.07%</i>

Teachers will conduct before and after school tutoring during the school year.	The compensation is given as a bonus upon completion of the duties. The rate of pay is \$17.14 per hour.	Approximately 50 teachers will participate in the tutoring program.	\$12,165	.04%
Teachers will participate in curriculum development activities.	The compensation is given as a bonus upon completion of the duties. The rate of pay is \$17.14 per hour.	Approximately six teachers will participate in curriculum development activities.	\$4,800	.01%
Teachers will tutor students in preparation for the ACT test.	The compensation is paid as a bonus upon completion of each session. The rate of pay is \$25 per hour.	Approximately four teachers will participate in the ACT preparation program.	\$3,575	.01%
Teachers will tutor students in a third grade summer school program.	The compensation is paid as a bonus upon completion of the duties. The rate of pay is \$17.14 per hour.	Approximately 12 teachers will participate in the third grade summer school program.	\$14,400	.04%
CTE agriculture teachers will work 40 additional days per year in order to maintain agricultural projects during the summer and teach agriculture offerings in summer school.	The compensation is paid as a part of the base pay. The amount is prorated according to each teacher's placement on the salary schedule.	Four teachers are eligible to receive this additional compensation.	\$33,723	.10%
Instructional coaches will work 10 additional days per year in order to prepare and deliver	The compensation is paid as a part of the base pay. The amount is prorated according to	Five coaches are eligible to receive this additional compensation.	\$13,700	.04%

	<p><i>professional development for teachers.</i></p> <p><i>Teachers will analyze school level data.</i></p> <p><i>Teachers will participate in professional development activities.</i></p> <p><i>Teachers will conduct an extended school year program at one of the district's Title I schools.</i></p> <p><i>Teachers will conduct an extended school year program for special education students.</i></p> <p><i>Teachers will be provided a one week training by an instructional coach to assist them in obtaining ESL licensure.</i></p>	<p><i>each coach's placement on the teacher salary schedule.</i></p> <p><i>The compensation is paid as a bonus upon completion of each activity. The pay is \$17.14 per hour.</i></p> <p><i>The compensation is paid as a bonus upon completion of each activity. The rate of pay is \$17.14 per hour.</i></p> <p><i>The compensation is paid as a bonus upon completion of the program. The rate of pay is \$17.14 per hour.</i></p> <p><i>The compensation is paid as a bonus upon completion of the program. The rate of pay is \$18.00 per hour.</i></p> <p><i>The compensation is paid as a bonus upon completion of the program and after obtaining the ESL certification. The rate of pay will be \$25 per hour for the instructional coach. A one-time bonus of \$2,000 will be</i></p>	<p><i>Approximately 54 teachers will participate in data analysis activities.</i></p> <p><i>Approximately 37 teachers will participate in these professional development activities.</i></p> <p><i>Approximately eight teachers will participate in this extended school year program.</i></p> <p><i>Approximately 15 teachers will participate in this extended school year program.</i></p> <p><i>One instructional coach and approximately twelve teachers will participate in this program.</i></p>	<p><i>\$3,950</i></p> <p><i>\$4,600</i></p> <p><i>\$5,400</i></p> <p><i>\$14,850</i></p> <p><i>\$25,000</i></p>	<p><i>.01%</i></p> <p><i>.01%</i></p> <p><i>.02%</i></p> <p><i>.05%</i></p> <p><i>.08%</i></p>
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		<i>paid to each teacher who obtains the ESL certification.</i>			
Education	<i>The district will continue to pay increased base salaries for advanced degrees as shown on the attached 2015-2016 salary schedule.</i>	<i>This is a base pay increase based on the teacher's placement on the salary schedule.</i>	<i>All teachers are eligible to receive salary increases based on educational attainment.</i>	<i>\$86,098 for new degree advancements</i>	<i>.26%</i>
Experience	<i>The district will continue to pay increased base salaries for years of experience as shown on the attached 2015-2016 salary schedule.</i>	<i>This is a base pay increase based on the teacher's placement on the salary schedule.</i>	<i>All teachers are eligible to receive salary increases based on years of experience up to 22 years.</i>	<i>\$373,047</i>	<i>1.14%</i>
Other	<i>Teachers who have National Board Certification will receive an annual stipend.</i>	<i>This compensation will be given as a bonus of \$866 at the end of the year.</i>	<i>It is estimated four teachers will receive this compensation.</i>	<i>\$3,464</i>	<i>.01%</i>