

Dyer County					
2016-17 Differentiated Pay Plan					
Differentiated Element	Description	Compensation Type and Size	Reach	Estimated Cost	Estimated Salary Expenditures
	Describe how the district will differentiate for this element. Include the eligibility criteria for receiving the award (such as minimum attendance or evaluation score).	Will the compensation be given as a bonus or a base pay increase? How much will qualifying teachers receive?	Eligibility: How many teachers are eligible for this type of compensation? Forecasted participation: How many teachers do you estimate will receive the award?	How much does the district estimate it will pay out for this differentiated pay element?	What percentage of salary expenditures (excluding benefit costs) does this element cover?
Hard-to-Staff (School, Subject, or Placement)					
Performance	Certified Staff will receive compensation/bonus pay if the certified staff has an overall level effectiveness of a 3, 4, or 5. Differentiated Pay guidelines are attached.	The compensation will be given as a bonus. Qualifying staff will receive \$400.00	All teachers (263) are eligible to receive the award. A copy of the complete differentiated guidelines is attached.	The district anticipates the total cost to be \$125,000 based on last year's evaluation data.	These payouts will form close to 100% percent of salary costs.

Additional Instructional Roles or Responsibilities					
<i>Education*</i>					
<i>Experience*</i>					
Other					

**Education and experience are not differentiated pay elements and do not count toward the mandated criteria.*