

Hancock 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	<i>The district will incorporate a performance bonus that uses the Overall Level of Effectiveness to reward teachers for exceptional performance.</i>	<i>Pay will be given as a one-time bonus.</i>  <i>Teachers who receive a composite score of 5 on the Team evaluation shall receive \$500.00.</i> <i>Teachers that receive a 4 shall receive \$400.00.</i>	110	25, 000.00	<i>These bonus payouts will be approximately 0.6576% of the district's total salary budget.</i>

<b>Additional Instructional Roles or Responsibilities</b>					
<b><i>Education*</i></b>					
<b><i>Experience*</i></b>					
<b>Other</b>	<b><i>The district will incorporate an attendance bonus for all teachers</i></b>	<b><i>Perfect attendance \$500.00, 1 day missed \$400.00, 2 day missed 300.00, 3 days missed \$200.00.</i></b>	<b><i>All Certified staff will be eligible based on daily attendance</i></b>		

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