

Pickett 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?
<b>Hard-to-Staff (School, Subject, or Placement)</b>	The district will offer a bonus in the hard to staff areas of secondary Math, Foreign Languages and other areas that will be determined as the need arises.	\$1,000 for the first year, paid at the end of the year with evidence of satisfactory evaluation results and teachers in good standing. Teachers must be in attendance 95% of the time to qualify.	There could possibly be three teachers eligible for this compensation.	\$3,000	The percent would be determined by available funds.
<b>Performance</b>					
<b>Additional Instructional Roles or Responsibilities</b>	Before, after and summer school tutoring and enrichment	\$25.00 per hour per teacher for before, after and summer school	All teachers are eligible.	\$80,000	percent determined by available funds
<b>Education*</b>	District will maintain state approved salary schedule.	based on current schedule	All teachers are eligible.	\$3,752,671	percent determined by available funds
<b>Experience*</b>	District will maintain state approved salary schedule.	Based on current schedule	All teachers are eligible up to 20 years of experience.	\$3,752,671	percent determined by available funds