

Cannon 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					
Additional Instructional Roles or Responsibilities	<p>The district will use Coordinated School Health and Title IIA monies to pay stipends for the following positions:</p> <p>7 school data analysis coordinators/ RTI coaches</p>	<p>The award will be given yearly in the form of a stipend.</p> <p>Data/RTI Coach--\$20 hour/40 hours</p> <p>SH Coordinator--\$20</p>	Any teacher who receives a 3, 4, or 5 on the evaluation would be eligible to apply for the positions. District leaders will screen the applicants for other qualities pertaining to the additional responsibilities. There	The estimated cost of these awards is \$7,000.	This will comprise about .0009% of the district salary expenditures.

	7 SH school-level coordinators	hour/10 hours	will be a total of 14 positions. The data coach positions must be filled by teachers. If the SH positions are not filled by teachers, then school nurses will be considered for the positions.		
<b>Education*</b>	The district will include Bachelor's, Master's, Specialist and Doctorate degrees for eligible base pay compensation as shown in the attached 2016-17 salary schedule.	The compensation will be given as a base pay increase.	All teachers are eligible.		
<b>Experience*</b>	<p>The district will continue to award step increases for each year of experience up to 20 years of experience.</p> <p>The attached salary schedule contains proposed amounts.</p>	Each teacher will earn a yearly step increase for years of experience up to 20 years.	All teachers are eligible.	The annual step increase in the district is \$600 per year, years 1-5; and \$700 per year, years 6-20. The estimated cost is \$48,162.72.	This will comprise about .01% of district salary expenditures.
<b>Other: Bonus</b>	The district will award each level 4 teacher and each level 5 teacher a one-time bonus. This bonus is based on individual TVAAS data or evaluation composite.	<p>The compensation will be given as a one-time bonus.</p> <p>Level 4 teachers will</p>	All teachers are eligible.		

		receive a \$750 bonus. Level 5 teachers will receive a \$1000 bonus.			
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*\*Education and experience are not differentiated pay elements and do not count toward the mandated criteria.*