

CLINTON--011					
2017-18 Differentiated Pay Plan					
Differentiated Element	Description	Eligibility Criteria	Compensation Type and Size	Reach	Estimated Cost
	Describe how the district will differentiate for this element.	What is 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?	How much does the district estimate it will pay out for this differentiated pay element?
<b>Hard-to-Staff (School, Subject, or Placement)</b>	We will provide a \$1,000 salary supplement for our hard to staff positions.	Certified in content/grade area	Base Pay Increase  \$1,000	3	\$3,000
<b>Performance</b>					
<b>Additional Instructional Roles or Responsibilities</b>	We have 3 instructional coach positions and a STEM mentor for our district. These individuals assist us with disseminating information regarding curriculum and with planning for implementation of instructional strategies and changes.	Level of Overall Effectiveness (LOE)  Certified in content/grade area  We have selected individuals for these positions who have a proven record of success with student achievement and who possess impressive skill levels with communication with their colleagues..	It varies slightly, our STEM mentor receives a \$1,000.00 salary supplement and our three instructional coaches are compensated through extended contracts of 205 days versus a typical teacher contract of 200 days.	4	\$4,892

<b>Education*</b>	We continue to have separate salary scales for staff who earn their Masters Degree, Educational Specialist degree or Doctorate degree.				
<b>Other</b>					

*\*Education is not a differentiated pay element and does not count toward the mandated criteria.*