

MONTGOMERY COUNTY--630					
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>	<p>1) CTE teachers requiring Occupational License are placed at a higher experience and education level on teacher salary schedule based on results of private sector market analysis</p> <p>2) Speech Pathologists are placed at a higher experience and education level based on results of private sector analysis</p> <p>3) Tuition Reimbursement CTE teacher requiring Occupational License and Special Ed teachers requiring course work</p> <p>4) One-time bonus for designated hard to fill positions ( Special Education, High School</p>	Certified in content/grade area	<p>Base Pay Increase</p> <p>Compensation provided as base salary. Amount of increase dependent on course they are teaching and results of market analysis. See attached spreadsheet for placement on teacher salary schedule.</p> <p>2) Compensation provided as base salary. Amount of increase dependent on numbers of years of experience. See attached spreadsheet for placement on teacher salary schedule.</p>	475	\$927,680

	Math and Middle school Algebra, High School Science.		3) Tuition Reimbursement 4) Bonus- \$1,000 per eligible teacher.		
<b>Performance</b>					
<b>Additional Instructional Roles or Responsibilities</b>	1) CMCSS will compensate certified instructors serving as consulting teachers and technology integration coaches 2) CMCSS will compensate a certified school counselor to serve as a Lead School Counselor 3) Lead Teachers ( Reading Language Arts, Social Studies, Math, and Science) 4) AP Curriculum Design Team 5) Lead Mentors	Certified in content/grade area	1) Consulting Teachers and Technology Integration Coaches, are compensated for 260 days on teacher salary schedule 2) Lead Counselor is compensated for 220 days on the teacher salary schedule 3) Lead Teachers- \$500 4)AP Curriculum Design Team- \$500 5) Lead Mentor- base pay of \$450, \$250 for each teacher maxed out at 6 new teachers, ( \$1,950)	516	\$936,786
<b>Education*</b>	Teacher Salary Scheduled has 4 education lanes:				

	Bachelors, Masters, Masters + 30 and Advanced Degree				
<b>Other</b>					

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