<table>
<thead>
<tr>
<th>Description</th>
<th>Compensation Type and Size</th>
<th>Reach</th>
<th>Estimated Cost</th>
<th>Estimated Salary Expenditures</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Summary</strong></td>
<td>Describe how the district will differentiate for this element. Include the criteria for receiving the award. (NOTE: All activities and compensation are subject to the availability of funding...)</td>
<td>Will the compensation be given as a bonus or a base pay increase? How many teachers are eligible for this type of compensation? How much will qualifying teachers receive?</td>
<td>How many teachers do you estimate will receive this award? How much does the district estimate it will pay out for this diff pay element?</td>
<td>What % of salary expenditures (excluding benefits) does this element cover?</td>
</tr>
<tr>
<td><strong>Performance</strong></td>
<td>1. Teachers in our Priority Schools are eligible for annual performance and retention bonus(es).</td>
<td>1. Compensation will be in the form of a bonus, paid out during the subsequent school year. The award amount will differ depending on each receiving teacher’s content area and grade level.</td>
<td>1. All teachers are eligible to apply to a Priority School. There are currently 628 teachers in our Priority Schools. Received by approximately 70.</td>
<td>$495,461 SAL  70,558 BEN  $566,019 TOT</td>
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<tr>
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<td>2. All certificated staff who work a minimum of 120 days in a state-recognized Reward School will receive $125 for a growth award and $125 for an achievement award.</td>
<td>2. Compensation will be paid out during the subsequent school year in the form of a bonus.</td>
<td>2. All teachers in the district are eligible. Reward schools for growth/achievement are determined annually by the SDOE. Received by approximately 550.</td>
<td>$70,000 SAL  11,711 BEN  $81,711 TOT</td>
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<tr>
<td><strong>Additional Instructional Roles or Responsibilities</strong></td>
<td>1. The district will compensate all certificated instructors serving as Grade Level Chairpersons (Elementary), Team Leaders (Middle School), and Department Chairpersons (High School).</td>
<td>1. The compensation will be at a rate of $15 per month, per instructor within the Chairperson’s or Team Leader’s responsibility - for a total of $150 yearly per teacher in their department. This supplement will be paid twice annually, at the end of each semester.</td>
<td>1. All certificated employees are eligible. School principals are responsible for the selection of Team Leaders and Chairpersons. Received by approximately 545.</td>
<td>$333,585 SAL  55,809 BEN  $389,394 TOT</td>
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<td></td>
<td>2. The district will compensate all certificated instructors serving as their school-based Technology Contact (TC).</td>
<td>2. The designated school-based TC will be compensated at a rate of $15 per certificated employee per school. This supplement will be paid twice yearly - at the end of each semester.</td>
<td>2. All certificated employees are eligible. School principals are responsible for the selection of the TC within their school. Received by approx 77.</td>
<td>$51,595 SAL  8,632 BEN  $60,227 TOT</td>
</tr>
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<td></td>
<td>3. The district agrees to pay a stipend to teachers for attendance at selected PD activities outside the normal school day and / or calendar.</td>
<td>3. Compensation – at a minimum of $15 hourly – will be paid as a bonus upon verification of attendance.</td>
<td>3. All certificated employees are eligible. Received by approx 750.</td>
<td>$93,207 SAL  15,594 BEN  $108,801 TOT</td>
</tr>
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<td></td>
<td>4. As part of our “Project Inspire” math and science residency program, the district will compensate each Clinical Instructor for their additional work with their assigned resident(s) and for completion of five additional summer in-service dates.</td>
<td>4. Clinical Instructors will be compensated $4,000 annually for one resident, and $6,000 if they are assigned two residents. This will be paid as a supplemental bonus, twice yearly - at the end of each semester.</td>
<td>4. All certificated employees are eligible. Available position(s) are posted district-wide and are one-year-only placements. Received by approx 24 employees</td>
<td>$24,000 SAL  4,015 BEN  $28,015 TOT</td>
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<tr>
<td></td>
<td>5. Lead Teachers - selected by the Exceptional Education Department - assist district-wide in instructional modification and procedural compliance. These teachers work an extended calendar of up to forty additional days.</td>
<td>5. Same as above.</td>
<td>6. Same as above. Received by approx 12.</td>
<td>$111,647 SAL  18,678 BEN  $130,325 TOT</td>
</tr>
</tbody>
</table>
**Education**

| As opposed to pre-approved reimbursement for an advanced degree beyond a Master’s, after which an employee could leave the district, HCDE has determined that compensation at the base pay level will better ensure retention of our valued and high-performing certified instructional staff. | Compensation for advanced degrees beyond a Master’s will be included in the base pay for teachers, with increases for the following: Master’s + 30, Ed.S., and Ph.D. Qualifying teacher receives between $2,500 - $10,000 additional salary. | All certificated employees are eligible. Received by approx 2,200. | $714,000 SAL  
$119,452 BEN  
$833,452 TOT | .3313% |
|---|---|---|---|---|
| Compensation for advanced degrees beyond a Master’s will be included in the base pay for teachers, with increases for the following: Master’s + 30, Ed.S., and Ph.D. Qualifying teacher receives between $2,500 - $10,000 additional salary. | All certificated employees at steps 3-17, 19, and 25 are eligible. Received by approximately 2,000. | All certificated employees are eligible. Received by approximately 95. | $391,250 SAL  
66,082 BEN  
$457,332 TOT | .1815% |
| Compensation will be given as a bonus in two separate $2,000 installments, paid at the end of each semester. | Compensation is indexed and added to base salary. It is dependent upon school assignment and enrollment on a yearly basis. | All teachers in content areas recognized by the National Board are eligible. Received by approximately 45. | $212,000 SAL  
35,467 BEN  
$247,467 TOT | .0984% |
| District administrators are compensated based on their school size and grade-level(s). Differentiation of schools is noted as follows:  
Class I School (0-400 students)  
Class II School (401+ students)  
Type I (Elementary)  
Type II (Middle School)  
Type III (High School / Voc. Center) | Compensation is calculated as a percentage of the employee’s base salary, and is dependent on which extra-curricular activity is being led. Payment is made in ten equal monthly installments, from September through June, annually. | All school-based administrators are eligible for this differentiation. Received by approximately 155. | $4,133,695 SAL  
691,567 BEN  
$4,825,262 TOT | 1.9178% |
| Teachers leading extra-curricular activities will be paid a supplement for their additional time spent working with students. | | All certificated employees are eligible. Received by approx 435. | $2,510,069 SAL  
419,935 BEN  
$2,930,004 TOT | 1.1645% |

**Experience**

| Beginning after the third year of experience, the district will award step increases for each year of experience. See attached salary schedule for specific step amounts. | Each teacher will earn a yearly step increase for years of experience. This is a base-pay increase. | All administrators are eligible. Received by approximately 95. | $314,452 SAL  
526,234 BEN  
$833,452 TOT | 1.4593% |
|---|---|---|---|---|
| A first-year administrator will receive $750 added to their base pay prior to the administrative index being applied. This amount subsequently increases by $250 yearly (up to 15 years), provided that the employee remains an HCDE administrator. | This compensation is paid out in the form of a bonus, after an eligible employee's retirement. The teacher will receive $20 to $30 per unused day, depending upon date of retirement notification. | All employees eligible at retirement age / service time are eligible. Received by approx 75. | $52,000 SAL  
No Benefits  
Paid on Leave Payouts | .0024% |

**Other**

| In an effort to encourage teachers to complete the rigorous evaluation process to become a National Board Certified Teacher, HCDE will pay a yearly bonus of $4,000 to National Board Certified Teachers. | Compensation will be given as a bonus in two separate $2,000 installments, paid at the end of each semester. | All teachers in content areas recognized by the National Board are eligible. Received by approximately 45. | $212,000 SAL  
35,467 BEN  
$247,467 TOT | .0984% |
|---|---|---|---|---|
| In an effort to increase teacher attendance and thereby improve student achievement, the district agrees to pay up to $40 per unused accrued sick leave day at the time of an employee’s retirement. | Compensation is indexed and added to base salary. It is dependent upon school assignment and enrollment on a yearly basis. | All school-based administrators are eligible for this differentiation. Received by approximately 155. | $4,133,695 SAL  
691,567 BEN  
$4,825,262 TOT | 1.9178% |
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419,935 BEN  
$2,930,004 TOT | 1.1645% |