



2015-16 Oak Ridge City Differentiated Pay Plan

Differentiated Element	Description	Compensation Type and Size	Reach	Estimated Cost	Estimated Salary Expenditures
	<p><i>Describe how the district will differentiate for this element.</i></p> <p><i>Include the criteria for receiving the award.</i></p>	<p><i>Will the compensation be given as a bonus or a base pay increase?</i></p> <p><i>How much will qualifying teachers receive?</i></p>	<p><i>Eligibility: How many teachers are eligible for this type of compensation?</i></p> <p><i>Forecasted participation: How many teachers do you estimate will receive the award?</i></p>	<p><i>How much does the district estimate it will pay out for this differentiated pay element?</i></p>	<p><i>What percentage of salary expenditures (excluding benefit costs) does this element cover?</i></p>
Hard-to-Staff (School, Subject, or Placement)					
Performance					
Additional Instructional Roles or Responsibilities	<p><i>Oak Ridge Schools will continue the Differentiated Pay Plan from the 2014-15 school year. We will continue with the school-based instructional coaching model where current teaching staff will be paid for additional time out of the classroom to implement the initiatives of Professional Learning Communities, STEM, and data-based decision making. Each of these positions falls into the Strategic Innovation and Improvement Committee and a high school assistant principal is compensated for leading this committee.</i></p>	<p><i>Base Pay increase</i> <i>Coaches: \$1750</i> <i>SIIC Leader: \$3500</i></p>	<p><i>38 teachers</i> <i>1 leader</i></p>	<p><i>\$63,000</i></p>	<p><i>100%</i></p>
Education					

<i>Experience</i>					
Other					