



## 2015-16 Tullahoma 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)	<i>Speech Pathologists (with CCC) maintain full-time employment with TCS</i>	<i>Pay will be \$5,000 in addition to the base salary.</i>	<i>Six teachers are eligible for this compensation. We anticipate fewer than three per year.</i>	<i>Less than \$20,000 annually.</i>	<i>Less than .50% of the districts annual salary costs</i>
Performance	N/A				
Additional Instructional Roles or Responsibilities	<p><i>A) Curriculum Developer (compiling/writing/op en source curricula)</i></p> <p><i>B) Mentor Teacher (responsible to provide mentoring to protégé teachers new to TCS)</i></p>	<p><i>Pay will be up to \$6,000 per participating employee and will be in addition to the base salary.</i></p> <p><i>Pay will be \$1,500 per participating employee and will be in addition to base salary.</i></p>	<p><i>Every teacher in the adopted content area is eligible to participate. The district will select up to 10 annually.</i></p> <p><i>Newly employed TCS teacher will be assigned a senior mentor teacher for the purpose of enhancing teacher effectiveness, reducing stress levels of new teachers and reducing new teacher turnover.</i></p>	<p><i>Up to \$60,000 annually.</i></p> <p><i>\$30,000.</i></p>	<p><i>Less than .50% of the district annual salary costs.</i></p> <p><i>Less than .20% of the district annual salary cost.</i></p>
Education					
Experience					
Other					