

Maury County 2015-16 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)	The district will offer a signing bonus for school subject or placement as indicated by district employment needs	The award will be given as a two-part bonus. \$1,000 at the time of signing and an additional \$500 at the end of the evaluation period when satisfactory evaluation results are available	The award is contingent upon district identified needs.	\$20,000 is available for use	Less than 1%
Additional Roles Responsibilities	Teachers will attend TNDOE TNReady Summer Training and lead subsequent PLC during the school year.	This will be a one-time pay increase of \$300.00 (after benefits) payable in December	120 teachers will receive this award.	\$42,120.00	Less than 1%

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Additional Roles Responsibilities	Lead Mentors Teachers will lead district and School mentoring to improve educator effectiveness	This will be a one-time pay increase of \$1,000.00 for leading school mentoring efforts. One person will receive \$4,000.00 to lead school mentors	43 teachers will receive this award	\$65,000.00	Less than 1%
Additional Roles Responsibilities	The district plan will be to assist schools in creating additional learning opportunities for students, increase capacity for data analysis, and support response to intervention and instruction.	Each role will have a specific compensation in increments of \$500, \$1,000 or \$2,000 depending on the level of responsibility involved. Teachers will be paid a one-time pay increase at the end of each semester	All teachers with an overall composite Score of 3, 4, or 5 will be eligible to apply. The number of positions determined by available funding and priority along with the job descriptions will be submitted annually for approval with the school's SIP	\$220,000.00 The funds will be dispersed among the schools according to student enrollment. No school will receive less than \$7,000. 33% of the funds will be held at the Central Office (summer work – pacing refinement, CFA, benchmark refinement)	Less than 1%
TOTAL				\$347,000.00	