

Marshall County Schools					
2016-17 Differentiated Pay Plan					
Differentiated Element	Description	Compensation Type and Size	Reach	Estimated Cost	Estimated Salary Expenditures
	Describe how the district will differentiate for this element. Include 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? Forecasted participation: How many teachers do you estimate will receive the award?	How much does the district estimate it will pay out for this differentiated pay element?	What percentage of salary expenditures (excluding benefit costs) does this element cover?
Hard-to-Staff (School, Subject, or Placement)	<i>The system will reimburse up to \$3,000 per fiscal year to any certified personnel currently employed by the system to obtain an add-on endorsement in a hard to staff subject (currently 9-12 math, 9-12 science, foreign language, special education, ELL and guidance). The employee will sign an agreement to reimburse the Board a certain percentage if they leave after the reimbursement in the next 4 years.</i>	<i>The compensation will be in the form of a reimbursement (paid through payroll). The teacher can receive up to \$3,000 in any fiscal year. The reimbursement will be paid after completion of the course and submission of final grades and receipt of payments made.</i>	<i>All Certified employees are eligible. We estimate that 6 people will receive this.</i>	<i>\$18,000</i>	<i>Less than 1%</i>

Other	<i>A stipend will be paid to teachers that receive the Teacher of the Year designation at the school, county, region and state level.</i>	<i>\$100 School Level \$200 County Level \$300 Regional \$500 Statewide</i>	<i>All teachers are eligible. There will be 16 recipients at the school level and 3 at the county level guaranteed.</i>	<i>\$2,500 plus fixed charges</i>	<i>Less than 1%</i>
Additional Instructional Roles or Responsibilities	<p><i>1)A stipend will be given to “lead teachers” for each 9-12 school for each of the following areas: math (all 3 high schools), social studies (MCHS only) and Science (MCHS only). These teachers will lead PLCs and coordinate professional development opportunities for teachers in the particular areas. To be eligible, the teacher must have an effect score of 4 or 5.</i></p> <p><i>2)We will pay teams to create test banks of rigorous test questions to resemble End of Course and TNReady testing. The teams will be 3-4 members each in the following areas: 7-8 ELA, 9-10 ELA, 11-12 ELA, 9-12 Integrated Math 1, 9-12 Integrated Math 2, and 9-12 Geometry. There was also be a team of 11 who will create test banks for grades 3-6 ELA. To be</i></p>	<p><i>\$500 will be added to each teacher’s salary.</i></p> <p><i>The teachers will be paid \$200 each per day.</i></p>	<p><i>19 high school level teachers are either a 4 or 5 in the specified areas.</i></p> <p><i>21 high school level teachers have effect scores of 3,4,or 5 in math or ELA. 23 ELA teachers in grades 3-6 have effect scores of 3,4, or 5.</i></p>	<p><i>\$4,668 (\$500 for 8 teachers plus fixed charges)</i></p> <p><i>\$14,003 (\$12,000 plus fixed charges)</i></p>	<p><i>Less than 1%</i></p> <p><i>Less than 1%.</i></p>

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Education*					
Experience*	<i>All employees receive a longevity bonus after five years of service.</i>	<i>The bonus is paid in October for the previous year. If an employee ends employment at the end of the school year, the longevity is paid with their last check. Teachers receive \$250 after completing 5 years of service. Each following year, they receive an additional \$50 per year of service with a maximum of \$1,000.</i>	<i>All employees are eligible to receive this bonus.</i>	<i>\$206,133 (176,650 plus fixed charges)</i>	<i>Less than 1%</i>
Other					

**Education and experience are not differentiated pay elements and do not count toward the mandated criteria.*