

Sumner County					
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)	N/A	N/A	N/A	N/A	N/A
Performance	N/A	N/A	N/A	N/A	N/A
Additional Instructional Roles or Responsibilities	1) <i>Teacher Leader</i>	1) <i>This differentiator is a stipend plus additional pay for up to 75 hours of additional duties. 50% of the stipend is paid at the end of each semester. The additional hours will be paid in June after the completion and</i>	1) <i>16-17 Two teacher per School.</i> <i>Forecasted participation: Two teachers per school each year</i>	1) <i>\$250,000</i>	1-5 <i>Combined .003%</i>

		<p><i>documentation of hours.</i></p> <p><i>The stipend is \$2,000.</i></p> <p><i>The 75 hours for additional duties are based on the employee's current rate of pay.</i></p>			
	<p>2)Additional Course Load at High Schools</p>	<p>2) This differentiator is a stipend paid at the end of each semester.</p> <p>Up to \$3,000 a year (\$1500 per semester)</p>	<p>2) Eligibility is determined each year based on needs within our schools.</p> <p>Forecasted participation: Approx. 20-30 Teachers a year are estimated to receive this award.</p>	<p>2) \$105,000</p>	
	<p>3) Mentors</p>	<p>3) This differentiator is a stipend paid out evenly throughout the year.</p> <p>\$400 a year.</p>	<p>3) Currently we have 80 mentors. This amount may increase based on district need.</p> <p>Forecasted participation: 80 Teachers a year are estimated to receive</p>	<p>3) \$40,000</p>	

			<i>this award</i>		
	4)Teacher Presenters	<p>4) This differentiator is a stipend that is paid when services are performed.</p> <p>\$300 per day.</p>	<p>4) Eligibility is based on need of district.</p> <p>Forecasted participation: 15-20 Teachers a year are estimated to receive this award</p>	4) \$10,000	
	5) Additional Training/PL	<p>5) This differentiator is a stipend paid for additional PL after PI is completed.</p> <p>\$1000 a week for common core.</p> <p>Additional paid PL days based on employee's current rate of pay.</p>	<p>5) Eligibility approx. 60 a year.</p> <p>Forecasted participation: 60 Teachers a year are estimated to receive this award</p>	5) \$70,000	
	6) 26 Model Classroom Teachers stipends	<p>6) This differentiator is a stipend paid to a total of \$1000 at end of each</p>	<p>6) 26 Model Classroom</p>	6) \$26,000	

		<i>school year (10 ELA in K-5th), (6) math K-5th, (5) ELA 6th-8th, (5) math 6th-8th</i>	<i>Teachers.</i>		
Education*	1) National Board Certification	1) This differentiator will be given as an annual stipend as long as the certified employee maintains the Certification. \$2,000 will be the total of the stipend.	1) Currently 3 employees qualify. Forecasted participation: We expect participation in this program to increase. We have seen tremendous benefit from the employees that have this certification and hope to encourage other teachers to pursue this certification.	1) \$6,000	1) This award makes up less than .001% of the total salaries
Experience*					
Other					

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