

District Name: Unicoi 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)					
Performance					
Additional Instructional Roles or Responsibilities	<p><i>The district will implement a new Teacher Leader Program.</i></p> <p><i>Effective teachers will apply and be selected to receive an annual stipend to establish a learning network that will serve to improve educator effectiveness and create a</i></p>	<p><i>Teachers Leaders will be given a \$2,000.00 stipend annually.</i></p>	<p><i>Any teacher who meets The basic applicant qualifications are eligible to apply. The basic qualifications are as follows: Any teachers with positive TEAM evaluations, at</i></p>	<p><i>The estimated cost of these stipends will be \$36,000.00</i></p>	<p><i>0.7%</i></p>

	<i>systemic framework to support instruction and build teacher capacity district-wide.</i>		<i>least 1 year experience, demonstrate the ability and history of making data based student centered decisions. Once teachers have applied district leaders will select teachers who meet the above criteria and have shown leadership qualities at the building level, 18 teachers district-wide will be selected. The Unicoi County Teacher Leader Program overview can be found at the end of this document.</i>		
<b>Education*</b>	<i>Unicoi County will continue to include Bachelor's, Bachelor's plus Master's, Master's plus EDS, and Doctorate degrees for eligible base pay compensation for 2016-2017 as shown in the attached salary schedule.</i>	<i>Attached salary schedule show the increase for each advance step in degree.</i>	<i>All teachers are eligible based on degree attainment.</i>	<i>The average increase for degree attainment is \$2,004.00 for an estimated cost of \$412,948.</i>	<i>This will comprise about 4.7% of district salary expenditures.</i>
<b>Experience*</b>	<i>Unicoi County will continue to award step increases for 2016-2017 for each year of experience beginning with year one (1) through</i>	<i>Each teacher will earn a yearly step increase for years of experience.</i>	<i>All teachers are eligible.</i>	<i>The average step increase is \$644.00 at an estimated cost of</i>	<i>This experience payment makes up 1.5% of districts</i>

	<i>year twenty (20) and then at year twenty-five (25).</i>			<b>\$132,578</b>	<i>expenditures on salary.</i>
<b>Other</b>					

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