

CARTER 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)					
Performance					
Additional Instructional Roles or Responsibilities	<i>CCSS will create 14 leadership opportunities for our existing teachers. The title of the leadership position will be Learning Leader and each will be responsible for disseminating information pertaining to curriculum, instruction, and assessment as per Tennessee guidelines. Disseminating other PD</i>	<i>The award will be given as a stipend paid at the end of the 16-17 school year. The total award will be \$1,500 per teacher.</i>	<i>All teachers with the following qualifications will be eligible: 5 yrs experience; final composite evaluation score of 3 or higher; and excellent presentation skills as well as respected by</i>	<i>The estimated total annual cost will be \$21,000</i>	<i>The stipend is less than 1% of the district's professional salary costs.</i>

	<i>opportunities such as strengthening literacy across the curriculum. This leader will provide information in PLCs, attend principal meetings at the district level as needed and share information at faculty meetings.</i>		<i>peers. There will be an application and interview process.</i>  <i>Forecasted participation: 14</i>		
<b>Education*</b>	<i>CCSS will include Bachelor's, Master's, Master's +45, EDS, &amp; Ed.D. for eligible base compensation as shows in the attached 2016-2017 salary schedule.</i>	<i>Base pay increases will be awarded for advanced degree changes.</i>	<i>All teachers meeting criteria are eligible</i>	<i>The estimated total annual cost is \$68,000</i>	<i>This stipend is less than 1% of the district's professional salary costs</i>
<b>Experience*</b>	<i>CCSS will continue to award step increases for each year of experience as shown in the attached 2016-2017 salary schedule.</i>	<i>Yearly step increases are awarded up to 20 years</i>	<i>All teachers meeting criteria are eligible</i>	<i>The estimated total annual cost is \$169,000</i>	<i>This stipend is less than !% of the district's professional salary costs</i>
<b>Other</b>					

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