

Wayne 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)	<i>A signing bonus of \$2,000 will be paid to recruit new foreign language, math, science or special education teachers for positions the school system is unable to fill for thirty(30) calendar days after posting. Teacher recruits must hold a valid Tennessee teaching license endorsed in foreign language, math, science or special education. The recruits must be employed to teach in the area of endorsement and meet federal highly qualified standards to be eligible for the signing bonus.</i>	<i>Compensation will be given as a signing bonus. Payment will be made in two equal payments of \$1,000.00 each. The first payment will be made in December. The second payment of \$1,000.00 will be paid at the end of the year when evidence of satisfactory evaluation results is available (satisfactory evaluation results are</i>	<i>We have about 22 positions for the areas of foreign language, math, science and special education.</i> <i>Estimate: 0 to 5</i>	<i>Estimate: \$0 to \$10,000</i>	<i>Less than 1%</i>

		<i>considered to be a 3 or more composite score on the teacher evaluation).</i>			
Performance					
Additional Instructional Roles or Responsibilities	<p><i>The district will provide funding for teachers</i></p> <p><i>A) (one for each school) to receive a stipend for additional roles or responsibilities in one or more of the following areas: Mentoring new teachers; Teacher Leaders within a school; Technology coach; Literacy Coach; Data Analysis coach including RTI data.</i></p> <p><i>B) Provide opportunities for teachers to tutor and/or provide services to homebound students.</i></p>	<p><i>A) Pay will be in the form of a stipend to be paid in December and May. The stipend will be \$500 to \$1,000 per year.</i></p> <p><i>B) Hourly rate determined by grant dollars received and sites served.</i></p>	<p><i>A) Teachers should have an overall evaluation score of 3 or greater to be considered for these roles. We estimate that 200 to 215 teachers will be eligible to be <u>considered</u> for these stipends. Principals will be able to select the role and individual who best meets the schools' needs to improve instruction.</i></p> <p><i>B) Principals will be able to select the role and individual who best meets the schools' needs to improve instruction.</i></p>	<p><i>A) We estimate the cost to be \$4,000 to \$8,000 per year.</i></p> <p><i>B) We estimate the cost to be around \$100,000 per year.</i></p>	<p><i>A) Less than 1%</i></p> <p><i>B) 1 to 2%</i></p>

Education*	<i>The district will continue to include all advanced degrees for eligible base pay compensation as shown on the 2016-17 salary schedule</i>	<i>The compensation will be in the form of a base pay increase and equity payments. The amount of each increase will be determined by any funds provided by the state that may be used for salary increases.</i>	<i>215 eligible teachers will be eligible for the increase (minus retirements where the position may not be filled).</i>	<i>The cost of this element each year will be confined to funds provided by the state that may be used for salaries</i>	<i>Estimate: This will comprise up to approximately 2% increase in expenditures for education and experience combined.</i>
Experience*	<i>The district will continue award step increases for each year of experience. The attached salary schedule illustrates the proposed amounts.</i>	<i>The compensation will be in the form of a base pay increase and equity payments. The amount of each increase will be determined by any funds provided by the state that may be used for salary increases.</i>	<i>215 eligible teachers will be eligible for the increase (minus retirements where the position may not be filled).</i>	<i>The cost of this element each year will be confined to funds provided by the state that may be used for salary increases and equity payments. This projected to be about</i>	<i>Estimate: This will comprise up to approximately 2% increase in expenditures for education and experience combined.</i>
Other					

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