

CHEATHAM COUNTY--110					
2017-18 Differentiated Pay Plan					
Differentiated Element	Description	Eligibility Criteria	Compensation Type and Size	Reach	Estimated Cost
	Describe how the district will differentiate for this element.	What is 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?	How much does the district estimate it will pay out for this differentiated pay element?
Hard-to-Staff (School, Subject, or Placement)	<p>Riverside Academy is a K-12 Hybrid School.</p> <p>Teachers will teach the core subjects of ELA, Math, and the Social Sciences to students that need the extra attention not given in the regular school setting.</p>	<p>Certified in content/grade area</p> <p>Attendance minimum (i.e. miss no more than 12 days)</p> <p>Additional Training in restraint and social emotional behaviors.</p>	<p>Base Pay Increase</p> <p>\$4,000</p>	10	\$40,000
Performance					
Additional Instructional Roles or Responsibilities	The district will utilize 3 teachers to take on Data collection for RTI in each of our 3 high schools, as well as scheduling and school management system	<p>Level of Overall Effectiveness (LOE)</p> <p>Certified in content/grade area</p>	\$2,500	26	\$65,000

	<p>operations at our K-12 Hybrid school.</p> <p>We will use 13 teachers to do fidelity checks, professional development and progress monitoring of the balanced literacy initiative.</p> <p>The district will also build their administration pool by offering a select number of teachers the opportunity to train, job shadow, and research and present a project to improve the instruction/enviornment of the Cheatham County School District. We will accept 10 applicants.</p>	Highly effective teachers (scores of 4 or 5), as well as training provided to be proficient in the learning environment.			
Education*	We include Bachelor's, Masters, Masters plus 30, EDS, and Doctorate.				
Other					

**Education is not a differentiated pay element and does not count toward the mandated criteria.*