

CLAIBORNE COUNTY--130					
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)	A new teacher to Claiborne County (no prior experience in our system) or a teacher currently in the school system but not teaching in the hard-to-staff area (grade levels 3-12) is eligible for this element. The teacher must also maintain a Level 4 or 5 evaluation growth score to continue eligibility for the award. The teacher must hold a valid (Apprentice, Professional or Out-of-State) Tennessee teaching license. Eligible teachers must stay in the position (subject and school site) for a period of no less than three (3) years, excluding situations whereby teachers are transferred to another school within the district.	<p>Level of Overall Effectiveness (LOE)</p> <p>Certified in content/grade area</p> <p>The bonus may be offered to teachers in the areas of math, reading/ELA, the foreign languages, government, or science.</p>	A bonus of \$2,000 dollars will be paid upon entering into contract for employment. Contingent upon annual student growth scores and contract renewal, a bonus of \$3,000 will be paid for the first and second year of employment after scores are made available to the district by TDOE. Contingent upon annual student growth scores and contract renewal, a bonus of \$2,000 will be paid for the third year of employment after scores are made available to the district by TDOE. Bonuses will not exceed the total	<p>14</p> <p>(10 for signing/retention bonus; 4 for teaching additional class periods)</p>	\$50,000

	<p>The employee will be required to reimburse the system up to 100% of the bonus on a prorated scale if they do not fulfill the three year teaching obligation.</p> <p>An additional class period will be offered to educators teaching in hard-to-staff positions. The compensation will be prorated based on the educator's current salary schedule. In order for teachers to be considered, they must meet defined teacher performance and attendance levels. Compensation will be used in the hard-to-staff subject area of math, science, and social studies.</p>	Utilizing the TEAM Evaluation System, teachers/educators whose most current teacher effectiveness rating is a level 3, level 4, or level 5 are eligible.	<p>amount of \$10,000. Hard-to-Staff positions may be offered to teachers in the areas of math, reading/ELA, the foreign languages, government, or science.</p> <p>We estimate that the district will pay out at maximum \$20,000 to teachers eligible for this criteria.</p>		
Performance					
Additional Instructional Roles or Responsibilities	Claiborne County will compensate teachers and professional employees for providing additional instructional support by	Level of Overall Effectiveness (LOE)	<p>Additional Instructional Support: \$2,000</p> <p>Teacher Mentors: \$2,000</p>	27	\$54,000

	<p>performing additional duties in order to build capacity and increase teacher effectiveness. Utilizing the TEAM Evaluation system, teachers/educators who meet the criteria of a level 3, 4, or 5 teacher effectiveness rating will be eligible to apply for leadership roles or additional duties based on system and school needs. Additional duties will require all work to be done outside the contracted time for the employee. Examples include but are not limited to: PLC Leaders, data analysis, professional development presentations, common assessments development, curriculum activities development.</p> <p>Teacher Mentors</p> <ul style="list-style-type: none"> • Level 3,4,5 teachers • Principal recommendation and teacher application • Attend approved mentoring training • Weekly meetings 				
--	--	--	--	--	--

	• Agree to mentor level 1 & 2 teachers as well as novice teachers				
Education*	Educators are compensated for advanced degrees as calculated in the attached salary schedule.				
Other					

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