



2015-16 Weakley County Differentiated Pay Plan

Differentiated Element	Description	Compensation Type and Size	Reach	Estimated Cost	Estimated Salary Expenditures
	<p><i>Describe how the district will differentiate for this element.</i></p> <p><i>Include the criteria for receiving the award.</i></p>	<p><i>Will the compensation be given as a bonus or a base pay increase?</i></p> <p><i>How much will qualifying teachers receive?</i></p>	<p><i>Eligibility: How many teachers are eligible for this type of compensation?</i></p> <p><i>Forecasted participation: How many teachers do you estimate will receive the award?</i></p>	<p><i>How much does the district estimate it will pay out for this differentiated pay element?</i></p>	<p><i>What percentage of salary expenditures (excluding benefit costs) does this element cover?</i></p>
Hard-to-Staff (School, Subject, or Placement)					
Performance					
Additional Instructional Roles or Responsibilities	<p><i>The district will select teachers to serve on Data/ RTI teams at each school. Selected teachers must have an overall teacher evaluation score of 3 or better.</i></p> <p><i>Highly effective teachers (scores of 3 or better on teacher evaluation) will receive a stipend to mentor newly hired or struggling teachers.</i></p> <p><i>Newly hired teachers will be assigned a mentor and</i></p>	<p><i>Team members will receive a yearly \$1000 stipend. A team chairperson will be selected and receive a yearly \$1500 stipend.</i></p> <p><i>Mentors will receive a yearly \$1000 stipend.</i></p>	<p><i>Any teacher receiving a 3 or better on their evaluation are eligible to apply. School and district leaders will select team members. Teams will consist of 3 – 6 members based on student enrollment. Approximately 40 teachers will be selected.</i></p> <p><i>Any teacher receiving a 3 or better on their evaluation are eligible to apply. District administrators will select and assign mentors. Approximately 25 teachers will be selected to mentor.</i></p>	<p><i>The total cost for stipends/benefits is estimated at \$65,000.</i></p> <p><i>The total cost for stipends/benefits is estimated at \$35,000.</i></p> <p><i>The total cost for stipends/benefits</i></p>	<p><i>This will comprise about .006% of the district salary expenditures.</i></p> <p><i>This will comprise about .003% of district salary expenditures.</i></p> <p><i>This will comprise about</i></p>

	<p><i>participate in 35 hours of highly effective teacher training throughout the school year.</i></p> <p><i>Highly effective teachers will be selected to provide intervention for at-risk students during the school year.</i></p>	<p><i>Newly hired teachers will receive a yearly \$1000 stipend to participate.</i></p> <p><i>Teachers will receive \$20 per hour for after school and summer school intervention.</i></p>	<p><i>All newly hired teachers are eligible for the effective teacher training program.</i></p> <p><i>Any teacher receiving a 3 or better on their evaluation are eligible to apply. District administrators will select and assign teachers.</i></p>	<p><i>is estimated at \$35,000.</i></p> <p><i>The total cost for stipends and benefits is estimated at \$70,000.</i></p>	<p><i>.003% of district salary expenditures.</i></p> <p><i>This will comprise about .007% of district salary expenditures.</i></p>
Education					
Experience					
Other					