

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>CCSS will create 14 leadership opportunities for our existing teachers. The title of the leadership position will be Professional Development Coordinator and the leaders will be responsible for disseminating information pertaining to TN Ready Assessments, disseminating other PD opportunities, and coordinating literacy across the curriculum. This leader will provide information in PLC groups, attend principal meetings at the district level and provide information at faculty meetings.</i></p>	<p><i>The award will be given as a stipend paid at the end of the 15-16 school year. The total award will be \$1500 per teacher leader.</i></p>	<p><i>All teachers with the following qualifications will be eligible: 5 yrs experience, final composite score of 3 or higher, and excellent presentation skills, respected by peers. There will be an application and interview process.</i></p> <p><i>Forecasted participation: Approximately 14</i></p>	<p><i>The estimated total annual cost will be \$21,000.00</i></p>	<p><i>This stipend is less than 1% of the district's professional salary costs.</i></p>

<b>Education</b>	<b><i>CCSS will include Bachelor's, Master's, Master's+45, EDS, and EDD for eligible base compensation as shows in the attached 2014-2015 salary schedule.</i></b>	<b><i>Base pay increases will be awarded for advanced degrees changes.</i></b>	<b><i>All teachers meeting criteria are eligible.</i></b>	<b><i>The estimated total annual cost is 68,000.</i></b>	<b><i>This stipend is less than 1% of the district's professional salary costs</i></b>
<b>Experience</b>	<b><i>CCSS will continue to award step increases for each year of experience as shown in the attached 2014-2015 salary schedule.</i></b>	<b><i>Yearly step increases are awarded up to 20 years.</i></b>	<b><i>All teachers meeting criteria are eligible.</i></b>	<b><i>The estimated total annual cost is 169,000</i></b>	<b><i>This stipend is less than 1% of the district's professional salary costs</i></b>
<b>Other</b>					