

2015-16 Giles 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	<p><i>Differentiation will be based upon each teacher's TEAM evaluation score. Teachers will receive a supplement of \$300, \$400, or \$500 per year depending upon their score (3,4, or 5 respectively) and attendance (missed no more than 10 days per year).</i></p>	<p><i>The compensation will be given as an instructional supplement: \$300, \$400, or \$500 per year. Teachers must be certified to teach all classes assigned. Teachers must be highly qualified if teaching core classes. TEAM Score of 3=\$300; 4=\$400; 5=\$500</i></p>	<p><i>All teachers are eligible for this type of compensation. In year one, we estimate 50% of teachers will receive the award. In subsequent years, we estimate that the percentage of teachers receiving the award will increase by 10% per year.</i></p>	<p><i>\$150,000-\$300,000 per year.</i></p>	<p><i>5%-10%</i></p>
Additional Instructional Roles or Responsibilities	<p><i>Differentiated pay (\$300) will also be paid to teachers that attend State Training AND present materials and knowledge learned at training to faculties in Giles County</i></p>	<p><i>Teachers attending State Training and presenting to other Giles County teachers will receive \$300 per year.</i></p>		<p><i>N/A</i></p>	<p><i>N/A</i></p>
Education	N/A	N/A	N/A	N/A	N/A
Experience	N/A	N/A	N/A	N/A	N/A
Other	N/A	N/A	N/A	N/A	N/A