

Morgan County					
2016-17 Differentiated Pay Plan					
Differentiated Element	Description	Compensation Type and Size	Reach	Estimated Cost	Estimated Salary Expenditures
	Describe how the district will differentiate for this element. Include 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? Forecasted participation: How many teachers do you estimate will receive the award?	How much does the district estimate it will pay out for this differentiated pay element?	What percentage of salary expenditures (excluding benefit costs) does this element cover?
Hard-to-Staff (School, Subject, or Placement)					
Performance	<i>TAP@ Coalfield School is a partnership with NIET. Educators are eligible for pay for performance based upon the TAP formula</i>	<i>Compensation is paid as a bonus  Dependent upon performance calculation. Average payout is estimated at \$1500</i>	<i>40 Educators are eligible. All are expected to receive payouts based on TAP formula</i>	<i>\$70,000  Additional \$28,000 from LEA funds for match percentage.</i>	
Additional Instructional	<i>Morgan County Schools will compensate teachers for providing RTI2 instructional support by</i>	<i>Compensation will be paid as a bonus</i>	<i>25-30 Educators</i>	<i>\$35,000</i>	

<b>Roles or Responsibilities</b>	<p><i>performing additional duties to build capacity and increase teacher effectiveness, including a credit recovery model..</i></p> <p><i>Roles and responsibilities will be defined annually with job descriptions and an evaluation component required.</i></p> <p><i>All teachers must have received a 3 or higher on TEAM evaluation model.</i></p>				
<b>Education and Experience</b>	<p><i>Not applicable-Salaries of Morgan County Schools rank in the bottom third of Tennessee districts; therefore an established amount will be spread across the current salary schedule</i></p>	<p><i>Base pay increase across a traditional 20 year pay scale that includes step-ups for education and experience.</i></p> <p><i>Average salary increase of 1.5%</i></p>	<i>All professional educators (280)</i>	<p><i>\$165,000+</i></p> <p><i>\$95,260 for step-ups and education</i></p>	
<b>Other</b>					

*\*Education and experience are not differentiated pay elements and do not count toward the mandated criteria.*