

Greene 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)	<p><i>Greene County Schools will reimburse tuition costs up to \$6000 for teachers who gain certification to fill hard to staff positions. Applicants will be pre-approved for this benefit and must agree to remain in the position according to terms defined by the district. Positions shall be determined annually and approved by the Director of Schools.</i></p> <p><i>The Greene County Schools may provide a onetime signing bonus of up to \$3000 to fill hard to staff</i></p>	<p><i>Reimbursement will occur in annual payments of no more than \$2000 per year provided the teacher maintains TEAM composite score of 3, 4, or 5 and remains in the hard to staff position.</i></p> <p><i>Bonus shall be paid in two lump sum payments with half at the beginning of the designated term and the remaining half upon</i></p>	<i>Estimated no more than two positions annually.</i>	<i>With an annual cost ranging between \$2,000 and \$12,000 and shall be based on available funding.</i>	<i>0.04%</i>

	<i>positions to be determined on an annual basis.</i>	<i>successful completion of the term and shall be outlined in a separate contract.</i>			
Performance	<p><i>Teachers performing at level 3, 4 or 5 on individual growth scores (as applicable) and TEAM observation scores will be eligible for additional roles within the district.</i></p> <p><i>Beginning fall semester of 2017, the district will compensate teachers who receive a 4 or 5 on individual teacher-effect (TVAAS) scores for the previous year (2016-17).</i></p>	<p><i>See Additional Roles:</i></p> <p><i>This will be given as a one- time bonus. Level 4 - \$750.00. Level 5 - \$1,000.00 as funding is available</i></p>	<p><i>See Additional Roles:</i></p> <p><i>Based on past data, approximately 50 teachers would qualify with 160 total teachers eligible</i></p>	<p><i>See Additional Roles:</i></p> <p><i>\$50,000</i></p>	<p><i>See Additional Roles:</i></p> <p><i>0.20%</i></p>
Additional Instructional Roles or Responsibilities	<p><i>Greene County Schools will develop additional instructional roles based on system needs. Examples include learning leaders, mentor teachers, PLC Team leaders, etc.</i></p> <p><i>Teachers performing at level 3, 4 or 5 on individual growth scores (as applicable) and TEAM observation</i></p>	<p><i>The compensation for these roles will be outlined in job descriptions or separate contracts and will range from \$500 to \$5000 annually as a stipend or</i></p>	<p><i>Based on TEAM scores from previous years, approximately 80% of GCS teachers were considered at expectations or exceeding expectations. Those</i></p>	<p><i>The estimated cost of stipends for these roles is \$154,031 and shall be based on available funding.</i></p>	<p><i>0.62%</i></p>

	<i>scores will be eligible for additional roles within the district.</i>	<i>as additional pay each pay period.</i>	<i>teachers will be eligible to apply for additional roles.</i> <i>As many as 10% of teachers can occupy an additional role.</i>		
Education*	<i>Greene County will continue to recognize masters degrees as defined by the current salary schedule. Any certified employee currently enrolled in degree programs above masters degree on June 30, 2015 will be recognized under the existing salary schedule. Beginning July 1, 2015, enrollment in programs above masters degree require prior approval in order to receive the increase under the existing salary schedule.</i>	<i>N/A</i>	<i>N/A</i>	<i>N/A</i>	<i>N/A</i>
Experience*	<i>Greene County will continue to recognize experience as defined by the current salary schedule.</i>				
Other					

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