

## Etowah City Schools

### 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?
Performance	Etowah City School will maintain its current salary schedule				
Performance	Etowah City School has a TAP grant. A component of the TAP grant is a bonus pool budgeted at \$2,500 per teacher. The money is paid after test scores are received and the amount each teacher will receive depends their performance level: 50% Skills, Knowledge and Responsibilities (which includes 4 evaluations), 30% Classroom achievement gains, 20% School achievement gains.	The amount of the bonus will depend on the number of teachers reaching the TAP goals. A teacher can receive none, part, or all of the bonus pool.	All teachers being evaluated under the TAP system are eligible.	Budgeted at \$2500 per teacher.	Budgeted at \$2500 per teacher for 27 total teachers

<b>Additional Instructional Roles or Responsibilities</b>	The TAP grant at Etowah City School pays two (2) Master Teachers and four (4) mentor teachers. These teachers are paid for additional training and for additional time worked during the year and the summer months.	Each Master teacher gets \$9,000 and each mentor teacher gets \$4,500 stipend for their work paid from the grant.	Teacher leaders are selected through competitive hiring for these school based roles.	The Master teacher gets \$9,000 and each mentor teacher gets \$4,500 stipend for their work paid from the grant.	\$18,000 for TAP Master stipends and \$18,000 for Mentor stipends.
<b>Performance</b>	A component of the TAP grant is a bonus pool budgeted at \$6,000 for each Principal. The money is paid after test scores are received and the amount each principal will receive depends on their performance level: 50% school-wide achievement, 30% 350 Survey-Tenn TILS, and 20% TLT Evaluations.	The amount of the bonus will depend on the performance levels of the principal and school-wide achievement scores.	The principal at Etowah City School is under the TAP system and is eligible for this component.	Budgeted at \$6,000 for the principal.	Maximum budgeted at \$6,000 per principal; 1 principal at Etowah City School
<b>Performance</b>	A component of the TAP grant is a bonus pool budgeted at \$4,000 for Assistant Principal. The money is paid after test scores are received and the amount each principal will receive depends on their performance level: 60% school-wide achievement, 20% 350 Survey-Tenn TILS, and 20% TLT Evaluations.	The amount of the bonus will depend on the performance levels of the assistant principal.	The assistant principal is under the TAP system and is eligible for this component.	Budgeted at \$4,000 per assistant principal.	Maximum budgeted at \$4,000 per assistant principal; 1 Assistant Principal at Etowah City School
<b>Education</b>	The District will maintain its existing salary schedule, which	Based on current salary schedule.			

	includes increases for advanced degrees				
Experience	The District will maintain its existing salary schedule, including step increases for years of experience.	Based on current salary schedule.	All teachers are eligible for step increases, per the existing salary schedule.		

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