

West Tennessee School for the Deaf					
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	<i>The district will offer a one-time bonus of \$400 for teachers with an overall Level of Effectiveness for the 2015-16 school year.</i>	<i>Teachers with a LOE of a 5 will receive a \$400 bonus.</i>	<i>Twelve teachers are eligible for this bonus. An estimated count of 4 teachers will receive this bonus.</i>	<i>\$1600/ year</i>	<i>Less than 1%</i>
Additional Instructional Roles or Responsibilities	<i>The district will offer a base pay increase for leadership positions.</i>	<i>The principal will receive a \$10,000 base pay increase. The instructional supervisor will receive a</i>	<i>One administrator is eligible for this base pay increase. One administrator is eligible for this base</i>	<i>\$10,000/ year \$7,000/ year</i>	<i>Less than 1%</i>

		<i>\$7,000 base pay increase.</i>	<i>pay increase.</i>		
Additional Instructional Roles or Responsibilities	<i>The district will offer a one-time bonus to teachers who serve as mentors to 1st-3rd year teachers.</i>	<i>Teachers who serve as mentors will receive a \$1000 bonus.</i>	<i>Ten teachers are eligible for this bonus. An estimated count of 2 teachers will receive this bonus.</i>	<i>\$2000/ year</i>	<i>Less than 1%</i>
<i>Education*</i>	<i>Based on DOE proposed schedule.</i>				
<i>Experience*</i>	<i>Based on DOE proposed schedule.</i>				
Other					

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