

Trousdale 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>Hard to Staff positions must achieve an individual TVAAS score of Level 3 (where applicable) or above to receive the annual Hard to Staff stipend.</p> <p>District Hard to Staff positions include:</p> <ul style="list-style-type: none"> • Special Education • High School Mathematics • High School Chemistry & Physics • High School Foreign Language • High School Language Arts 	<p>Hard to Staff stipends shall be applied as a bonus.</p> <p>Stipends shall include:</p> <ul style="list-style-type: none"> • Special Education (moderate needs) = \$1,000 • Special Education (cognitive needs) = \$2,000 • High School Mathematics = \$4,000 	<p>All teachers who originally opted into the district's Strategic Compensation Plan in 2011-12 in addition to all teachers hired into the district since 2011-12 school year.</p> <p>*Estimated number of teachers: 24</p> <p>100% of the teachers are estimated to receive the award.</p>	\$35,000	.009%

	<ul style="list-style-type: none"> • Speech Pathologist 	<ul style="list-style-type: none"> • High School Chemistry & Physics = \$4,000 • High School Foreign Language = \$3,000 • High School Language Arts = \$1,000 • Speech Pathologist = \$10,000 			
Performance	<p>The district will compensate for (2) types of Performance Bonuses: 1) Individual and 2) School-wide.</p> <p>1) Individual</p>	<p>Each award shall be applied as a bonus.</p> <p>1) Individual</p>	<p>All teachers who originally opted into the district's Strategic Compensation Plan in 2011-12 in addition to all teachers hired into the district since 2011-12 school year. *Estimated number of teachers: 75</p> <p>100% of the teachers are estimated to receive some portion of the award.</p> <p>1) Individual</p>	\$180,000	.05%

	Based off 1-year individual teacher TVAAS	<p>TVAAS Level 5 = \$3,000</p> <p>TVAAS Level 4 = \$2,000</p> <p>TVAAS Level 5 = \$1,500 (grades 3,4,5 Reading)</p> <p>TVAAS Level 4 = \$1,000 (grades 3,4,5 Reading)</p> <p>TVAAS Level 5 = \$1,500 (grades 3,4,5 Math)</p> <p>TVAAS Level 4 = \$1,000 (grades 3,4,5 Math)</p> <p>Portfolio Level 5 = \$1,500 (K, 1 grade)</p> <p>Portfolio Level 4 = \$1,000 (K, 1 grade)</p>	All teachers with individual TVAAS.		
	2) School-wide	<p>2) School-wide</p> <p>All teachers shall be eligible to earn up to \$3,000 in school-wide</p>	<p>2) School-wide</p> <p>All teachers that participate in the</p>		

	Based off annual school-wide incentives rubric. *see School Wide Benchmarks attachment	bonuses. Stage 2/3 teachers receive 100% of the award. Stage 1 teachers receive 50% of the award. *see School Wide Benchmarks attachment	district's strategic compensation plan.		
Additional Instructional Roles or Responsibilities	<p>District recognizes the need to build capacity through shared leadership practices.</p> <p>District leadership positions include:</p> <ul style="list-style-type: none"> Grade Level / Department Chairpersons Stage 3 Instructional Coaches 	<p>Stipends shall include:</p> <ul style="list-style-type: none"> Grade Level / Department Chairpersons = \$1,500 Stage 3 Instructional Coaches = \$750; plus an additional \$250 for each TVAAS Level 3 teacher, \$500 for each TVAAS Level 4, and \$1,000 for each TVAAS Level 5 teacher. 	<p>All teachers regardless of their participation in the district's strategic compensation plan.</p> <p>*Estimated number of teachers: 27</p> <p>100% of the teachers are estimated to receive the award.</p>	\$44,000	.01%

Education*	Content Area Advanced Degree District shall compensate teachers for a Master's degree in the content area for which the teacher or principal presently serves.	Content Area Advance Degrees shall be compensated as a stipend in the amount of \$1,000 per year for (10) years for which the employee serves. Total payments shall not exceed \$10,000.	All teachers and principals who participate in the district's strategic compensation plan. *Estimated number of teachers: 1 100% of the teachers are estimated to receive the award.	\$10,000	.0003%
Experience*					
Principal / Instructional Supervisor Effectiveness	Principal and Instructional Supervisor Performance Bonus	Principals and Instructional Supervisors are paid a bonus up to \$5,000 for achieving	All Principals and Instructional Supervisors regardless of their participation in	\$50,000	.015%

	<p>Using the same School-wide incentive rubric for teachers, Principals are paid a bonus contingent upon: 1) school-wide goals achieved, and 2) the Principal's summative evaluation score.</p> <p>Level 5 = 100% of the award</p> <p>Level 4 = 80% of the award</p> <p>Level 3 = 60% of the award</p> <p>Level 2 = 40% of the award</p> <p>Level 1 = 20% of the award</p> <p>*see School Wide Benchmarks attachment</p>	<p>annual academic goals contained within the school-wide performance rubric.</p>	<p>the district's strategic compensation plan.</p> <p>*Estimated number of administrators: 10</p> <p>100% of the administrators are estimated to receive some portion of the award.</p>		
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**Education and experience are not differentiated pay elements and do not count toward the mandated criteria.*