

ALVIN C. YORK INSTITUTE					
2017-18 Differentiated Pay Plan					
Differentiated Element	Description	Eligibility Criteria	Compensation Type and Size	Reach	Estimated Cost
	Describe how the district will differentiate for this element.	What is 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?	How much does the district estimate it will pay out for this differentiated pay element?
Hard-to-Staff (School, Subject, or Placement)	Chemistry Math These teachers must have a 90% attendance rate on 180 day calendar, achieve Level 3 or higher TVAAS, and 100% professional development and administrative time complete	Certified in content/grade area Must be certified in the appropriate field.	Bonus Math - \$1,000 Signing Bonus Chemistry - \$1,000 Signing Bonus Math - \$1,000 - Retention bonus Chemistry - \$4,000 - Retention bonus	7	\$12,000
Performance	The District will offer a bonus to Instructors/ Inclusion Instructors of every EOC/ EOY tested course. These Instructors must achieve a Level 3 or higher composite score on their 2017-18 TVAAS as provided by the state of	Tested teachers Individual TVAAS or Portfolio Growth Score	\$1,000	19	\$19,000

	TN in order to obtain this bonus.				
Additional Instructional Roles or Responsibilities					
<i>Education*</i>	Increases in salaries are included for Masters, +30, Ed. S, and Doctorates.				
Other					

**Education is not a differentiated pay element and does not count toward the mandated criteria.*