

PUTNAM COUNTY--710					
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)	<p>Hard-to-Staff: As a district we accept the fact that certain classes are more difficult to staff. In recognition of this challenge, the Putnam County School System Model offers the following:</p> <p>Annual Stipend: An annual stipend of \$1,500 for positions deemed hard-to-staff due to specialized skills and demands of the position such as TRACS (Training in Responsibility, Accountability and Coping Skills) behavioral special education classes.</p> <p>Signing Bonus: A one-time payout of \$2,500 for positions deemed hard-to-staff</p>	Certified in content/grade area	Bonus	6	\$9,000
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	according to annual job market analysis each school year.				
<b>Performance</b>	<p>The district will incorporate a salary schedule that uses TEAM Components criteria to determine base pay changes.</p> <p>Teachers earning a Level 3 on the overall LOE will earn a base pay increase of \$500; a Level 4 = \$625; and a Level 5=\$750.00.</p> <p>Teachers earning a Level 2 of Teacher Effectiveness in TNCompass will be eligible for a \$250 base pay increase if their qualitative teacher observation average is 3.5 or higher. Those teachers receiving a one (1) will not increase their base pay.</p> <p>Putnam County School System Base Pay Entry Scale 2016-2017:  Entry Level I 0-5 years = \$38,249  Entry Level II 6-10 years=\$40,863  Entry Level III 11-15 years = \$43,041</p>	Level of Overall Effectiveness (LOE)	<p>Base Pay Increase</p> <p>Teachers earning a Level 3 on the overall LOE will earn a base pay increase of \$500; a Level 4 = \$625; and a Level 5=\$750.00.</p> <p>Teachers earning a Level 2 of Teacher Effectiveness in TNCompass will be eligible for a \$250 base pay increase if their qualitative teacher observation average is 3.5 or higher.</p>	803	\$500,515

	<p>Entry Level IV 16+ years = \$45,218</p> <p>*Putnam will accept Teacher Effect Levels up to three (3) years when entering the district and reward additional compensation accordingly to each Base Pay Entry Level as long as the experience has been in a Tennessee Public School System and documented in TNCompass.</p> <p>Sustained Success:</p> <p>*Effective with the Beginning of the 2016-2017 school year (based on experience only in the Putnam County School System):</p> <p>Every third year (i.e., 3, 6, 9, 12 years) of employment with PCSS, an educator will have the opportunity to advance \$125, \$250, or \$500. The calculation will be a simple average of the educator's Teacher Effectiveness Index during that three-year period. An educator with an average 3.5-3.99</p>				
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	will receive an additional increase of \$125; 4.00-4.49 an additional \$250; and 4.50-5.00 an additional \$500.				
<b>Additional Instructional Roles or Responsibilities</b>	<p>The district has five (5) regular positions designated as Instructional Coaches. They are each listed below:</p> <p>Read to be Ready Specialist job description:</p> <p>The Read to be Ready Specialist is a self-motivated relationship builder with deep knowledge and experience in early reading instruction and some experience in instructional coaching.</p> <p>Reading/Literacy Consulting Teacher (GradesK-6)</p> <p>Essential Duties and Responsibilities:</p> <p>Coordinates instructional programs to prevent reading failure.</p> <p>Identifies "at risk" readers and designs individualized</p>	<p>Level of Overall Effectiveness (LOE)</p> <p>Certified in content/grade area</p> <p>Read to be Ready Specialist job description:</p> <p>The Read to be Ready Specialist is a self-motivated relationship builder with deep knowledge and experience in early reading instruction and some experience in instructional coaching.</p> <p>Reading/Literacy Consulting Teacher (GradesK-6)</p> <p>Qualifications:</p> <p>Valid Tennessee Teacher certificate with 001, 101, 401, or 075 endorsements</p> <p>Bachelor degree or higher (HQ status) <input type="checkbox"/></p>	\$56,000	5	\$280,000

	<p>programs of study, if requested.</p> <p>Assists teachers with the knowledge and skills necessary to meet the learning needs of all students.</p> <p>Designs and supports interventions that move the reading development of all children forward.</p> <p>Implements interventions/tutoring programs.</p> <p>Creates opportunities to extend learning (before and after school, Saturdays, Intercessions, Summer programs and Kindergarten Transition Programs).</p> <p>Secures resources necessary to support children having difficulty learning to read.</p> <p>Develops Family literacy projects.</p> <p>Develops partner-teacher partnerships.</p>	<p>At least five (5) years of experience as a teacher.</p> <p>Strong understanding of the reading process</p> <p>Good organizational, communication, and interpersonal skills.</p> <p>Experience in curriculum planning and staff development</p> <p>Able to work within time schedules</p> <p>Willing to travel from school to school</p>			
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	Coordinated literacy projects with existing community literacy programs.				
<b>Education*</b>	<p>Degree stipends are limited to two including active National Board Certification for a maximum payout of \$5,000 to be divided and paid in equal amounts in the monthly payroll.</p> <p>Advanced Degrees Non-related \$1,00 (Non-related to current assignment)</p> <p>Advanced Degrees Related \$2,500 (Related to current area assigned)</p> <p>National Board Certification \$2,500</p>				
<b>Other</b>					

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