

MILLINGTON--798					
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>Hiring Incentives for Hard to Staff Positions in the areas of Science, Math, Foreign Language (all grades 7-12) and Special Education (all grade levels.)</p> <p>All eligible teachers must hold a valid Tennessee teaching license with an endorsement for grades 7-12 in the subject specific to Math, Science, Special Education or Foreign Language. In addition, teachers whose last employment was in a Tennessee school must have a level of effectiveness of a 3, 4, or 5 in the hard to staff area for the most recent year of employment to be considered for the incentive.</p> <p>The teacher must be new to Millington Municipal Schools or is a teacher who is not currently teaching in a hard to staff area</p>	<p>Level of Overall Effectiveness (LOE)</p> <p>Certified in content/grade area</p> <p>Any teacher not currently employed who has the endorsement 7-12 in Math, Science, Special Education (all grade levels) and Foreign Language and meets the level of effectiveness criteria is eligible for the stipend.</p> <p>Any teacher currently employed that acquires the endorsement and transfers into one of the hard to staff areas is eligible for the stipend.</p>	<p>Bonus</p> <p>One time signing stipend each semester of the initial employment year in the hard to staff area.</p> <p>College graduate with no level of effectiveness - \$1000. Per semester Total of \$2,000.</p> <p>Teacher with one or more years of experience and/or appropriate level o.</p>	3	\$9,000

	and requests to transfer into a hard to staff position.				
Performance					
Additional Instructional Roles or Responsibilities	<p>The district will provide Master Teacher and Learning Coach roles in all schools to provide mentor support for teacher effectiveness.</p> <p>Master Teacher-Valid Teacher's License, Master's Degree preferred. Five or more years of experience.</p> <p>Learning Coach-Valid Teacher's License. Three or more years of experience.</p> <p>Level 4 or 5 rating as measured by TEAM Composite score.</p>	<p>Level of Overall Effectiveness (LOE)</p> <p>Years of experience</p> <p>N/A</p>	<p>Master Teacher receives \$4,000.</p> <p>Learning Coaches receive \$2,000.</p>	8	\$24,000
Education*	The district does not award increases for advanced degrees. The IPEC salary scale does not recognize advanced degrees for new hires or additional degrees earned by current staff.				
Other					

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