

WILSON COUNTY--950					
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)	Additional pay of \$3,000 for hard to staff positions - defined as minimal number of applicants	Certified in content/grade area	Base Pay Increase \$3,000	5	\$16,000
Performance	Step raises are not based on years of experience. In place of step raises each year, a teacher is eligible for a raise based on their TEAM evaluation scores. The raise is added to their base salary and becomes their new base salary.	Base pay increase For the 17-18 school year, we are looking at best of 13-14, 14-15, 15-16. TEAM SCORES*: 5 = \$900 4 = \$700 3 = \$400 2 & 1 = \$200	All teachers are eligible.		
Additional Instructional Roles or Responsibilities	New Teacher Mentor - high performing teachers who work with new teachers (in addition to their teaching assignment) New Teacher Induction Specialists - high performing teachers who	Level of Overall Effectiveness (LOE) Individual TVAAS Certified in content/grade area	New Teacher Mentors / Induction Specialists - \$500.00 per school year Teacher Leaders - \$2,000 per teacher leader if they attended the revised standards	173	\$176,000

	<p>conduct new teacher induction sessions for new teachers (in addition to their teaching assignment)</p> <p>Teacher Leaders - high performing teacher who works as an instructional coach to new and/or low performing teachers (in addition to their teaching assignment)</p>	<p>Years of experience</p> <p>New Teacher Mentor / Induction Specialist-</p> <p>Holds Professional Educator License</p> <p>At least one year of experience with Wilson County Schools.</p> <p>Level of effectiveness for 2015-16 exceeded expectations (LOE of Level 4 or 5).</p> <p>Individual growth composite score (if applicable) for 2015-16 was at or above expectations (Level 3, 4, or 5).</p> <p>Works cooperatively as a team member in department and school.</p> <p>Active participant in professional development opportunities and PLC meetings.</p> <p>Professional commitment to Wilson County Schools, to my home school, and to</p>	<p>training, \$1,500 per teacher leader if they did not attend the revised standards training.</p>		

		<p>continued personal professional development.</p> <p>Attendance at mandatory training session prior to the school year.</p> <p>Teacher Leader -</p> <p>Teacher in the Wilson County School System</p> <p>Minimum three (3) years of teaching experience in K-12 education.</p> <p>Highly Qualified status and professional teacher license with endorsements in the assigned area of expertise.</p> <p>Current and future teaching assignments in the assigned area.</p> <p>Minimum score of a Level 3 in TVAAS (most recent year data is available).</p> <p>Recommended by School Principal and approved by Instructional Supervisor</p> <p>Master's Degree (preferred)</p>			
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Education*	We provide a one-time (regardless of the number of degrees) bump of \$3,000 added onto the base pay for any teacher, new or current, who have not previously been compensated for an advanced degree.				
Other					

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