

ROANE COUNTY--730					
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 Fill Positions</p> <p>Hard to Fill positions will be determined annually by the Director based on the data available including number of applicants; qualifications of applicants; effort to recruit; student needs, etc.</p> <p>A signing bonus of \$3,000 will be given for positions identified by the Director as Hard to Fill.</p> <p>Tuition/scholarship support for current teachers to get additional needed certification to meet the LEA's identified needs will be reimbursed up to \$2,500.</p> <p>Individuals selected to receive either the signing bonus or</p>	Hard to Fill positions will be determined annually by the Director based on the data available including number of applicants; qualifications of applicants; effort to recruit; student needs, etc.	Bonus	2	\$6,000
			\$3,000 for Hard to Staff positions		

	<p>tuition/scholarship support will be required to sign a contract for a minimum of three (3) years. No one may receive both the signing bonus and the tuition/scholarship support. Anyone who does not fulfill the contract terms must repay the funds on a prorated basis. This contract shall be contingent upon satisfactory performance of duties as determined by annual teacher evaluations performed by the school principal or other supervisor. This does not guarantee a position or any benefits that go with a position.</p>				
Performance					
Additional Instructional Roles or Responsibilities	<p>Leadership</p> <ul style="list-style-type: none"> • Team leader (data, grade level, SWPBS, AR, SACS, textbook, technology, etc.) • Conference/ in-service/ staff development presenter 	<p>Any role or responsibility for which a teacher receives supplemental pay, in-service credit, professional development credit, or any other incentive cannot be counted toward differentiated pay points. All activities which will be</p>	<p>Roles are assigned point values that contribute to the differentiated pay plan bonus</p> <p>Leadership roles: 3 points each</p>	460	\$161,000

		counted toward points must take place before or after school.	10 point maximum, \$500 maximum stipend (points are \$50 each)		
Education*	Funding of the current salary table will be provided including step raises and advanced degrees as earned by employees.				
Other	<p>Evaluation Observation Component</p> <p>Teachers will be rewarded points based on the observational component of the TEAM evaluation that reach a level of 3, 4 or 5.</p> <p>Score of 3.0 - 3.4 = 1 point</p> <p>Score of 3.5 - 4.4 = 2 points</p> <p>Score of 4.5 - 5.0 = 3 points</p>		<p>Points toward the bonus are awarded for the performance criteria.</p> <p>Teachers will be rewarded points based on the observational component of the TEAM evaluation that reach a level of 3, 4 or 5.</p> <p>Score of 3.0 - 3.4 = 1 point</p> <p>Score of 3.5 - 4.4 = 2 points</p> <p>Score of 4.5 - 5.0 = 3 points</p>		

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