



2015-16 Germantown Municipal Differentiated Pay Plan

Differentiated Element	Description	Compensation Type and Size	Reach	Estimated Cost	Estimated Salary Expenditures
	<p><i>Describe how the district will differentiate for this element.</i></p> <p><i>Include the criteria for receiving the award.</i></p>	<p><i>Will the compensation be given as a bonus or a base pay increase?</i></p> <p><i>How much will qualifying teachers receive?</i></p>	<p><i>Eligibility: How many teachers are eligible for this type of compensation?</i></p> <p><i>Forecasted participation: How many teachers do you estimate will receive the award?</i></p>	<p><i>How much does the district estimate it will pay out for this differentiated pay element?</i></p>	<p><i>What percentage of salary expenditures (excluding benefit costs) does this element cover?</i></p>
Hard-to-Staff (School, Subject, or Placement)					
Performance					
Additional Instructional Roles or Responsibilities	<p><i>Germantown Municipal School District will have teachers assuming instructional roles as Data Specialist, Instructional Coaches, Professional Development Facilitators, and Master Teachers. Each of our 5 schools will have at least 5 of these teachers in the various roles mentioned with the exception of the high school have an additional Master Teacher. A Master Teacher assists with the TEAM evaluations.</i></p>	<p><i>Pay for these positions will be granted as a bonus/stipend at the end of the fiscal year, 2016.</i></p>	<p><i>Each of our 5 schools will be granted 5 teachers who will assume these roles. In addition, the District will also select 3 staff members to serves as the District Lead Guidance Counselor, a District Lead Librarian, and as a District Lead Nurse</i></p>	<p><i>A total of @ \$76,500 will be paid out with all Lead Position bonuses being \$1500; a master teacher, however, will receive \$4000</i></p>	<p><i>Less than 2%</i></p>
Education					
Experience					
Other					