

**Grainger County Schools**  
**2015-16 Differentiated Pay Plan Submission**

**I. Description of Differentiated Elements**

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>
<b>Hard-to-Staff (School, Subject, or Placement)</b>	<p>Grainger County Schools will offer supplement in the hard-to-staff or high need areas of positions as identified by an annual review of the system. Hard-to-Staff areas can include but are not limited to subjects such as upper-level math and science.</p> <p>The supplements will be paid as funds are available.</p>	<p>The compensation will be given as a supplement, paid as part of the monthly salary at least \$1,000 per school year.</p>	<p>The supplement will be available to qualifying staff members in the district as identified by The Director of Schools.</p> <p>Anticipation of three staff members qualifying for the supplement.</p>	<p>The district will pay up to \$3,000 as funds are available and/or per position.</p>	<p>0.10%</p>
<b>Performance</b>	N/A	N/A	N/A	N/A	N/A
<b>Additional Instructional Roles or Responsibilities</b>	<p>The district will offer hourly or monthly bonus pay for additional roles and responsibilities as approved by the building level administrator and The Director of Schools.</p>	<p>Staff members will be paid an hourly rate of \$22 per hour and additional hours will be paid monthly.</p>	<p>The number of eligible staff will fluctuate based on the need as identified by an annual review.</p>	<p>The district will pay up to \$20,000 as funds are available or positions are needed.</p>	<p>.05%</p>

	These additional duties may involve staff working with staff, such as but not limited to mentoring first-year teachers, supervising an intern, serving as lead teacher, and serving in a “train the trainer” leadership role leading professional developments. In addition, these additional roles or responsibilities may involve staff working with students to include duties such as but not limited to overseeing credit recovery programs, after school tutoring, and after school extended lab hours.		The district will fill between 3-6 of these roles, but up to 20 staff members could be eligible for these additional instructional roles or responsibilities.		
<b>Education</b>	The district will continue to pay for additional degrees earned as shown in the attached salary schedules.	The compensation will be base pay and qualifying teachers will receive the amount specified by degree level on the salary schedule.	All teachers will be eligible for this compensation based on the specified degree criteria.	Fluctuates yearly	
<b>Experience</b>	The district will continue to provide step increases for each year of experience as shown in the attached salary schedule.	Each teacher will earn a yearly step increase.	All teachers are eligible.	Fluctuate yearly	
<b>Professional Development</b>	Teachers who attend and actively participate in an approved staff development activity will be compensated.	Staff members will be paid an hourly rate of \$22 per hour and additional hours will be paid monthly or can earn one flex day to be used during the school year. If the activity is ½ day, teachers will earn ½ flex day or paid at a rate of \$22 per hour and additional hours will be paid monthly.	The number of eligible staff will fluctuate based on available trainings and an annual needs assessment as determined by administrative staff.	\$25,000	.01%

<b>Other</b>	The district will offer a yearly bonus to staff members who miss five or fewer days each school year.	The compensation will be paid as a \$300 bonus.	On average, 100 staff members qualify for this bonus.	\$30,000	.05%
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