



## 2015-16 Overton County 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>The district will further its implementation of PLCs, District expectations and consistency through the creation of district wide grade level Instructional Coaches</p> <p>Each Instructional Coach will be the SME (subject matter expert) in the areas of Math and LA/Reading for their particular grades levels throughout the district. They will be active in PLC's, model teaching, benchmark testing and expectations are consistent throughout the district.</p>	<p>The award will be given yearly in the form of a \$1,000 stipend.</p>	<p>There will be a total of 6 Instructional Coaches in the district:</p> <p>PK-K 1-2 3-4 5-6 7-8 9-12 LA</p>	<p><b>\$6,000</b></p>	<p>This award makes up less than 1% of the district's annual salary costs.</p>
Education					
Experience					
Other					