

Weakley County Schools					
2016-17 Differentiated Pay Plan					
Differentiated Element	Description	Compensation Type and Size	Reach	Estimated Cost	Estimated Salary Expenditures
	Describe how the district will differentiate for this element. Include 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? Forecasted participation: How many teachers do you estimate will receive the award?	How much does the district estimate it will pay out for this differentiated pay element?	What percentage of salary expenditures (excluding benefit costs) does this element cover?
Hard-to-Staff (School, Subject, or Placement)					
Performance					
Additional Instructional Roles or Responsibilities	<i>The district will select teachers to serve on Data/RTI teams at each school. Selected teachers must have an overall teacher evaluation score of 3 or better.</i>	<i>Team members will receive a yearly \$1000 stipend. A team chairperson will be selected and receive a yearly \$1500 stipend.</i>	<i>Any teacher receiving a 3 or better on their evaluation are eligible to apply. School and district leaders will select team members. Teams will consist of 3 – 6 members based on student enrollment. Approximately 40</i>	<i>The total cost for stipends/benefits is estimated at \$65,000.</i>	<i>This will comprise about .006% of the district salary expenditures.</i>

	<p><i>Effective teachers (scores of 3 or better on teacher evaluation) will receive a stipend to mentor newly hired on struggling teachers.</i></p>	<p><i>Mentors will receive a yearly \$1000 stipend</i></p>	<p><i>teachers will be selected.</i></p> <p><i>Any teacher receiving a 3 or better on their evaluation are eligible to apply. District administrators will select and assign mentors. Approximately 25 teachers will be selected to mentor.</i></p>	<p><i>The total cost for stipends/benefits is estimated at \$35,000.</i></p>	<p><i>This will comprise about .003% of district salary expenditures.</i></p>
	<p><i>Newly hired teachers will be assigned a mentor and participate in 35 hours of highly effective teacher training throughout the school year.</i></p>	<p><i>Newly hired teachers will receive a yearly \$1000 stipend to participate.</i></p>	<p><i>All newly hired teachers are eligible for the effective teacher program.</i></p>	<p><i>The total cost for stipends/benefits is estimated at \$35,000.</i></p>	<p><i>This will comprise about .003% of district salary expenditures.</i></p>

	<i>Effective teachers will be selected to provide interventions for at-risk students during the school year.</i>	<i>Teachers will receive \$20 per hour of instruction.</i>	<i>Any teacher receiving a 3 or better on their evaluation are eligible to apply. District administrators will select and assign teacher.</i>	<i>The total cost for stipends/benefits is estimated at \$70,000.</i>	<i>This will comprise about .007% of district salary expenditures.</i>
<b>Education*</b>					
<b>Experience*</b>					
<b>Other</b>					

*\*Education and experience are not differentiated pay elements and do not count toward the mandated criteria.*