

Maury County Public 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	Lead Mentors Teachers will lead district and School mentoring to improve educator effectiveness	This will be a one-time pay increase of \$1,000.00 for leading school mentoring efforts. One person will receive \$4,000.00 to lead school mentors	43 teachers are forecasted to receive this compensation	\$65,000.00	Less than 1%

Additional Instructional Roles or Responsibilities	School Based Coaches Teachers will lead other teachers in implementing and developing; Effective school teams Problem based learning Effective use of data	There will be a one-time pay increase of \$2,000.00	96 teachers are forecasted to receive this compensation	\$225,000.00	Less than 1%
Additional Instructional Roles or Responsibilities	Assistance to Schools Assist schools in creating additional learning opportunities for students, increase capacity for data analysis, and support response to intervention and instruction.	Each role will have a specific compensation in increments of \$500, \$1,000 or \$2,000 depending on the level of responsibility involved. Teachers will be paid a one-time pay increase at the end of each semester The district office will also offer contracts for assistance to schools	All teachers with an overall composite Score of 3, 4, or 5 will be eligible to apply. The number of positions determined by available funding and priority along with the job descriptions will be submitted annually for approval with the school's SIP	\$110,000	Less than 1%
Education*					
Experience*					
Other					

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