

Oak Ridge 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>Oak Ridge Schools will continue the Differentiated Pay Plan from 2015-16 school year. We will continue with the school-based instructional coaching model where current teaching staff will be paid for additional time out of the classroom to implement the initiatives of Professional Learning Communities, STEM, and Data-</i>	<i>Base Pay increase  Coaches: \$1750  SIIC Leader: \$3500</i>	<i>34 teachers  1 leader</i>	<i>63,000</i>	<i>100%</i>

	<b><i>based decision making. Each of these positions fall into the Strategic Innovation and Improvement Committee with a high school assistant principal compensated for leading this committee.</i></b>				
<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.*