

Cheatham County					
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)	<p><i>Riverside Academy is a K-12 Hybrid School.</i></p> <p><i>Teachers will teach the core subjects of ELA, Math, and the Social Sciences to students that need the extra attention not given in the regular school setting.</i></p>	<i>Supplement of \$4,000 per year.</i>	<p><i>Any certified, subject specific educator may apply. The award will be based on the number of teachers needed to adequately meet the needs of the students.</i></p> <p><i>We anticipate giving 9 awards</i></p>	<i>The estimated cost is \$36,000 based on 9 teachers.</i>	<i>This award makes up less than 1% of the district's annual salary costs.</i>
Performance					

Additional Instructional Roles or Responsibilities	<p><i>The district will further its implementation of Mentor Teachers through the creation of a Mentor leadership role.</i></p> <p><i>Highly effective teachers (scores of 4 or 5) will receive a stipend to mentor level 1 & 2 existing teachers.</i></p>	<i>The award will be given yearly in the form of a \$25 per hour</i>	<p><i>Any teacher who receives a 4 or 5 on their evaluation would be eligible to apply for the position. District and school leaders will then screen for additional qualities such as leadership and mentoring skills.</i></p> <p><i>There will be an approximate total of 24 Mentor leaders in the district:</i></p> <ul style="list-style-type: none"> - <i>6 at the high schools,</i> - <i>6 at the middle schools,</i> <i>12 at the elementary schools.</i> 	<i>The estimated cost of these awards is \$30,000.</i>	<i>This award makes up less than 1% of the district's annual salary costs.</i>
Additional Instructional Roles or Responsibilities	<i>The district will build aspiring administrators. This will be the third year of the program, and candidates will be required to</i>	<i>This award will be between \$500-\$750 for each candidate</i>	<i>Any teacher can apply if interested and willing to put in the time and effort</i>	<i>The estimated cost of this</i>	<i>This award makes up less than 1% of the district's</i>

	<i>shadow principals, as well as complete projects to help improve the quality of education in their home school.</i>	<i>who fulfills the year long process</i>	<i>to train and research the administrative role in Cheatham County</i>	<i>award is \$15,000</i>	<i>annual salary costs.</i>
Education*					
Experience*					
Other					

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