

Crockett 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	<p><i>1. The district will further its implementation of the RTI2 process by appointing a RTI leader at each school building.</i></p> <p><i>2. The district will further its implementation of the TN Academic standards by appointing literacy leaders and numeracy leaders at</i></p>	<i>The compensation will be given monthly totaling a yearly amount of \$500.00 to \$2000.00 per instructional role.</i>	<i>Any highly effective teacher would be eligible to apply for any of the four positions. District and school leaders will then screen for additional qualities</i>	<i>The estimated cost of these awards is \$50,000.00 to \$61,000.00</i>	<i>This makes up 1% of the salary expenditures.</i>

	<p><i>each grade band (k-2, 3-5, 6-8, 9-12).</i></p> <p><i>3. The district will provide effective support to novice teachers and ineffective teachers by providing highly effective mentors to the aforementioned teachers.</i></p> <p><i>4. The district will provide professional development leaders to train faculty throughout the school year on content specific content.</i></p>		<p><i>like leadership and facilitation skills.</i></p> <p><i>1. RTI2 leaders- approx. 8</i></p> <p><i>2. Literacy and Numeracy leaders- approx. 10</i></p> <p><i>3. Mentors- approx. 15</i></p> <p><i>4. Professional Development leaders- approx. 10</i></p>		
Education*	<p><i>The district will include Bachelor's, Master's, Master's+30, Ed.S, and Ed.D base pay compensations as shown in the attached 2015-2016 salary schedule.</i></p>	<p><i>Each degree will be awarded with a base pay increase.</i></p>	<p><i>The district currently has the below listed teachers at each degree:</i></p> <p><i>Bachelor's 45.5 %</i></p> <p><i>Master's 48.7 %</i></p> <p><i>Master's+30 5.1 %</i></p> <p><i>Ed.S 1.8%</i></p> <p><i>Ed.D 2.6 %</i></p>	<p><i>The estimated total cost of this element is \$312,800.00</i></p>	

Experience*	<p><i>The district will continue to award step increases for each year of experience up to 20 years.</i></p> <p><i>The attached salary schedule contains proposed amounts.</i></p>	<i>Each teacher will earn a yearly step increase for years of experience for up to 20 years.</i>	<i>All teachers are eligible.</i>	<p><i>The average step increase is \$665.00 per year.</i></p> <p><i>The estimated cost is \$103,450.00.</i></p>	<i>This makes up 2% of the salary expenditures.</i>
Other					

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