

Overton 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)					
Performance					
Additional Instructional Roles or Responsibilities	<i>The instructional coaches as well as the certified curriculum development team will be involved throughout the 2016-17 school year in developing open source curriculum. This curriculum will be utilized in classrooms in grade 5-10.</i>	<i>One-time payment \$1000 each</i>	<i>6 instructional coaches / 20 certified curriculum development team members</i>	<i>\$26,000</i>	<i>.213% of total certified salaries of \$12,200,769 all funds (141,142,143)</i>
Education*					
Experience*					
Other					

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