

Claiborne 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?
<b>Hard-to-Staff (School, Subject, or Placement)</b>	<i>Additional instructional time in hard-to-staff positions will be submitted by a district advisory team to the Claiborne County Director of Schools for approval. An additional class period will be offered to educators teaching in hard-to-staff positions. The compensation will be prorated based on the educators current salary schedule. The district advisory team composed of the Elementary/Secondary Supervisors, Assistant Director, applicable Principal, and the financial consultant will determine the number of teachers needed in hard-to-staff positions and submit to the Director of Schools for approval. In</i>	<i>Bonuses not to exceed \$10,000 yearly can be utilized to employ level 5, 4, or 3 educators in hard-to-staff positions for teaching an additional class period.</i>	<i>A maximum of 9 teachers will be eligible for the bonuses and a minimum of 4 teachers will be hired. The number of positions will be based upon available funding. Additional classes will be determined by need and assigned annually.</i>	<b><i>\$90,000</i></b>	<b><i>0.69%</i></b>

	<i>order for teachers to be considered, they must meet defined teacher performance and attendance levels.</i>				
<b>Additional Instructional Roles or Responsibilities</b>	<i>Claiborne County will compensate teachers and professional employees for providing additional instructional support by performing additional duties in order to build capacity and increase teacher effectiveness. Utilizing the TEAM Evaluation system, teachers/educators who meet the criteria of a Level 3, Level 4, or Level 5 Teacher Effectiveness rating will be eligible to apply for leadership roles or additional duties based on system and school needs. Additional duties will require all work to be done outside the contracted time for the employee. Examples include but are not limited to: PLC Leaders, Data Analysis, Professional Development Presentations, Common Assessments Development, Curriculum Activities Development</i>	<i>Compensation will be given annually in the form of a bonus in teacher's May check. Amounts will be determined according to job descriptions created, degree of responsibility and time involved. The compensation is given as a bonus upon completion of the duties. The rate of pay is \$25 per hour. The range of compensation will start at \$200 not to exceed \$2,000 unless otherwise specified below.</i>	<i>A maximum of 520 hours will be available to professionals who are eligible for the bonuses and a minimum of six professionals will be hired. The number of positions will be based on available funding and priority of support.</i>	<b><i>\$13,000</i></b>	<b><i>10%</i></b>

	<b>Teacher Mentors</b> <ul style="list-style-type: none"> <li>• <b>Level 3,4,5 teachers</b></li> <li>• <b>Principal recommendation and teacher application</b></li> <li>• <b>Attend approved mentoring training</b></li> <li>• <b>Weekly meetings</b></li> <li>• <b>Agree to mentor Level 1, 2 teachers as well as novice teachers</b></li> </ul>	\$2,000 bonus pay for school year	12 positions will be available	<b>\$24,000</b>	<b>19%</b>
	<b>ACT Test Prep Tutors</b>	The compensation is paid as a bonus upon completion of each session. \$1,500 bonus pay for school year.	Approximately 2 teachers will participate in the ACT Preparation Program.	<b>\$3,000</b>	<b>2%</b>
<b>Education*</b>	The district will include Bachelor's, Master's, MA+45, Educational Specialists and Doctoral degrees for eligible base pay compensation as shown in the attached example 2016-2017 salary schedule.	The compensation will be base pay and qualifying teachers will receive the amount specified by degree level. Qualifying teachers will receive the amount listed on the enclosed salary schedule.	All professionally placed certified educators will be eligible for this compensation based on the 2016-2017 salary schedule.	No Additional Cost	N/A

<b><i>Experience*</i></b>	<p><b><i>The district will continue to award step increases for each year of experience.</i></b></p> <p><b><i>The attached salary schedule contains the 2016-2017 figures. This will be updated to reflect state and local funding bodies' funding levels.</i></b></p>	<b><i>Each professional will earn a yearly step increase for years of experience.</i></b>	<b><i>All professionals are eligible.</i></b>	<b><i>\$200,000.00</i></b>	<b><i>N/A</i></b>
<b>Other</b>					

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