

White 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	<i>The district will continue to offer a traditional salary schedule (step/lane schedule that uses years of experience and education level to determine educator's increases in base pay) and will offer a bonus to each educator if the district TVAAS composite score is 3 or greater.</i>	<i>The compensation will be given as a bonus.</i> <ul style="list-style-type: none"> • TVAAS District-level composite 3 = \$300 • TVAAS District-level composite 4 = 400 • TVAAS District-level composite 5 = \$500 	<i>The compensation will be available to all educators and administrators. The maximum number to receive the award would be 325.</i>	<i>The estimated total is \$162,500.</i>	<i>This total makes up .02% of the district's salary costs.</i>

Additional Instructional Roles or Responsibilities	<p><i>The district will authorize teachers with level 3, 4, and 5 effectiveness scores to accept the following roles and responsibilities:</i></p> <ul style="list-style-type: none"> • <i>Before/after-school tutoring</i> • <i>Before/after-school credit recovery</i> • <i>Facilitate differentiated professional learning sessions</i> • <i>Facilitate summer bridge program for rising ninth grade students</i> • <i>Serve as instructors for summer STEM camp, writing camp, art & music camp</i> 	<i>The compensation will be given as a stipend.</i>	<i>Currently 82% of the 325 teachers would be eligible for additional roles and responsibilities.</i>	<i>The estimated total is \$50,000</i>	<i>This total makes up .000429% of the district's salary costs.</i>
Education*					
Experience*					
Other					

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