

McNairy 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)	<i>McNairy County Schools will not differentiate for this element.</i>				
Performance	<i>McNairy County Schools will not differentiate for this element.</i>				
Additional Instructional Roles or Responsibilities	<i>Differentiated pay will be provided for teacher leaders of collaborative groups who design curriculum, assessments, analytics, and reporting tools. Teachers must be effective (level 3) or higher to be eligible.</i>	<i>Bonus Up to \$400 per teacher</i>	<i>McNairy County Schools has 384 educators in the system, only a selected group, up to 25 teachers, will be identified.</i>	<i>\$10,000</i>	<i>0.08%</i>

Education*	<i>n/a</i>				
Experience*	<i>n/a</i>				
Other					

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