

Tipton 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)	School Psychologist	\$5000 annually	3	\$15,000.00	.02
	Alternative Learning Center	8.5% of annual salary	9	\$37,500.00	.07
	Speech Pathologists	10% of annual salary	12	\$60,000.00	.11
	Vocational	\$1000-\$4000 annually	15	\$40,000.00	.08
	Teen Learning Center	8.5% of annual salary	6	\$27,000.00	.04
Performance					
Additional Instructional Roles or Responsibilities	Broadcasting	1.25% of annual salary	183	\$118,000.00	.22
	Building Level Mentors				
	Choir				
	Department Chairs				

	<b>FTA Sponsor</b> <b>Foreign Language Club Sponsor</b> <b>Grade Level Chairs</b> <b>Guidance Counselors</b> <b>Instructional Coaches</b> <b>NJHS Sponsor</b> <b>Resource Facilitator</b> <b>School Wide Inst. Facilitators</b> <b>Student Council Sponsor</b> <b>Webmasters</b> <b>Yearbook Sponsor</b>				
<b>Education*</b>	Teachers or administrators receiving an advanced degree up to a doctoral degree will receive an increase in base pay	Increase in base pay Average increase \$4000	23 are forecasted to receive in 2016-2017	\$108,000.00	.18
<b>Experience*</b>	Teachers or administrators will receive an increase in base pay for each year of experience up to 20 years	Base pay Average increase \$550.00	Administrators – 24 Teachers - 610	\$400,000.00	.90
<b>Other</b>					

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