

Robertson 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)	<p>The district will offer a signing bonus for new teachers in the following hard-to-staff schools in the subject areas listed:</p> <p><u>Schools:</u> Springfield High, Springfield Middle, and RCAP.</p> <p><u>Subjects:</u> Math, Chemistry, Physics, Speech/Language, Special Education, and ELL.</p>	<p>The award will be given as a two-part bonus. \$500 at the time of signing and \$500 at the end of the school year.</p>	<p>Eligibility: 10</p> <p>Forecasted: 3</p>	<p>The estimated total cost is \$3,000.00.</p>	<p>This award is .00326% of the district's annual salary costs.</p>
	<p>The district will offer a signing bonus for new teachers at the schools below for the hard-to-staff subjects areas listed:</p> <p><u>Schools:</u> Greenbrier High, Greenbrier</p>	<p>The award will be given as a two-part bonus. \$250 at the time of signing and \$250 at the end of the school year</p>	<p>Eligibility: 18</p> <p>Forecast: 8</p>	<p>The estimated total cost is \$4,000.00</p>	<p>This award is .00435% of the district's annual salary costs.</p>

	<p>Middle, Coopertown Middle, East Robertson High, Jo Byrns High, White House Heritage High.</p> <p><u>Subjects:</u> Math, Chemistry, Physics, Speech/Language, Special Education, and ELL.</p> <hr/> <p>The district will offer a signing bonus for new teachers at the schools below for the hard-to- staff subjects areas listed:</p> <p><u>Schools:</u> Coopertown Elementary, East Robertson Elementary, Greenbrier Elementary, Jo Byrns Elementary, Robert F. Woodall Elementary, Watauga Elementary, White House Heritage Elementary.</p> <p><u>Subjects:</u> Speech/Language, Special Education, and ELL.</p>	<hr/> <p>The award will be given as a two-part bonus. \$250 at the time of signing and \$250 at the end of the school year.</p>	<hr/> <p>Eligibility: 16</p> <p>Forecast: 6</p>	<hr/> <p>The estimated total cost is \$3,000.00.</p>	<hr/> <p>This award is .00326% of the district's annual salary costs.</p>
Performance	NA	NA	NA	NA	NA
Additional Instructional Roles or Responsibilities	The district will provide an annual bonus to instructional facilitators.	The award will be given yearly in the form of a \$1,000 stipend.	<p>Eligibility: 19</p> <p>Forecast: 19</p>	The estimated total cost is \$19,000	This award is .0207% of the district's annual salary costs.
Education*	The district will include Bachelor's, Master's, Ed. S., and Doctoral degrees for base pay compensation as shown on	Master's, Ed. S., & Doctoral Degrees will receive compensation when	Eligibility: 942	The estimated total cost is \$1,243,068.	This award is 1.35% of the district's annual

	the attached 2016-2017 proposed salary schedule.	recognized by the Department of Education on the state licensure website.	Forecast: 459		salary costs.
Experience*	The district will continue to award step increases for each year of experience through year 30. The attached salary schedule contains proposed amounts.	Each teacher will earn a yearly step increase for verified years of experience recognized by the State of Tennessee.	Eligibility: 942 Forecast: 855	The estimated total cost is \$825,396.	This award is .897% of the district's annual salary costs.
Other	NA	NA	NA	NA	NA

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