

TROUSDALE COUNTY--850					
2017-18 Differentiated Pay Plan					
Differentiated Element	Description	Eligibility Criteria	Compensation Type and Size	Reach	Estimated Cost
	Describe how the district will differentiate for this element.	What is 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?	How much does the district estimate it will pay out for this differentiated pay element?
Hard-to-Staff (School, Subject, or Placement)	Special Education (Moderate Needs) Special Education (Cognitive Needs) High School Mathematics High School Chemistry High School Physics High School Foreign Language High School Language Arts	Certified in content/grade area Attendance minimum (i.e. miss no more than 12 days) Hard to Staff teachers must attend school 94% or 170 of the 180 instructional days to receive the hard to staff bonus.	Annual Stipend	21	\$72,000
Performance	Base salary increases in Trousdale County are based on the educator's summative evaluation scores.	All teachers scoring 3.0 or higher are eligilbe for a percentage base salary increase.	Based on teacher's and principal's summative evaluation, "annual increases" to baseline salary includes: < 2.99 = 0 3.0 - 3.49 = 1.00% 3.5 - 3.99 = 1.45% 4.0 - 4.49 = 1.70% 4.5 - 4.74 = 1.95% 4.75% > = 2.20%	32	\$75,000

	<p>Individual performance bonuses are based on single-year individual teacher TVAAS growth score.</p> <ul style="list-style-type: none"> - Elementary School Kindergarten (State Portfolio) - Level 5 = \$3,000, Level 4 = 2,000 - First Grade (State Portfolio) - Level 5 = \$3,000, Level 4 = 2,000 <p>Third, Fourth, and Fifth Grade - Math Level 5 = \$1,500, Level 4 = 1,000</p> <ul style="list-style-type: none"> - Reading Level 5 = \$1,500, Level 4 = 1,000 <p>Middle School Level 5 = \$3,000 Level 4 = \$2,000</p> <p>High School Level 5 = \$3,000 Level 4 = \$2,000</p> <p>- School-wide bonuses will be offered; however, criteria are being finalized at submission time.</p>	<p>Tested teachers</p> <p>Portfolio teachers</p> <p>Individual TVAAS or Portfolio Growth Score</p>			
Additional Instructional Roles or Responsibilities	These teacher/leaders serve as content grade level (ELA and Mathematics) in grades K-5; ELA, Mathematics, Science, and Social Studies	Level of Overall Effectiveness (LOE) Individual TVAAS Highly effective teacher who possesses the skill set to lead adult learning. The	\$2,000 annually	21	\$42,000

	leads in grades 6-12; including a new "Ready Graduate" teacher leader.	teacher/leader is charged with the responsibility to coordinate and inspect curriculum pacing guides as well as develop common formative student assessments.			
Education*					
Other					

**Education is not a differentiated pay element and does not count toward the mandated criteria.*