

JOHNSON COUNTY--460					
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)	<p>1 - Speech Language Pathologist - there will be a 5% base pay increase</p> <p>2 - Middle School Math Teacher - there will be a 3% base pay increase</p>	Certified in content/grade area	<p>Base Pay Increase</p> <p>1 - Speech Language Pathologist - 5%</p> <p>2 - Middle School Math Teacher - 3%</p>	2	\$9,607
Performance	<p>Teachers may progress forward on the single-lane pay schedule based on overall evaluation (TEAM) performance. Each lane is an increase of \$250. There are 90 steps to the pay schedule.</p> <p>TEAM LOE level 5 = +3 steps (\$750)</p> <p>TEAM LOE level 4 = +2 steps (\$500)</p>	Level of Overall Effectiveness (LOE)	Base Pay Increase	125	\$72,000

	TEAM LOE level 3 = + 1 step (\$250)				
Additional Instructional Roles or Responsibilities	1- #20 Teacher leader that will participate in the "Read to be Ready" network 2 - #16 Teacher leaders that will participate in the "TN Early Literacy" network	Individual TVAAS Certified in content/grade area	1 - \$200 one time stipend 2 - \$150 one time stipend	36	\$6,500
Education*	1st Advanced degree = + 16 steps (\$4,000) 2nd Advanced degree = + 14 steps (\$3,500) 3rd Advanced degree = + 12 steps (\$3,000)				
Other					

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