

DAVIDSON COUNTY (MNPS)--190					
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)	A sign-on and incentive bonus may be available for designated hard to fill positions in the amount of 1,500 dollars up to 3000 dollars. This will be awarded at the beginning of the first semester and/or the end of their second semester. Those designated hard to fill positions shall include but not me limited to, Physics, Chemistry, Math, Exceptional Education, Natural Sciences and Foreign Languages in Grades 6-12. This incentive may also be available for those hard to fill positions at any of our L5/Priority Schools to recruit and retain top talent.	<p>Certified in content/grade area</p> <p>The educator must provide active Tennessee teacher license documentation in the content/grade area for which he/she will be teaching.</p>	<p>Bonus</p> <p>Up to \$6,000 by end of 17-18</p>	100	\$300,000

Performance					
Additional Instructional Roles or Responsibilities	<p>Teacher Mentoring- provide mentor support for new teachers</p> <p>Lead Teacher-participate in principal designated activities</p> <p>IB Lead/Cambridge- provide training and leadership in meeting IB and Cambridge requirements</p> <p>TEAM Ambassador-Liaison with HR, Participates in district training and provides school level supports to teachers around TEAM evaluation</p> <p>Capstone Lead Teacher- Participate in principal designated activities related to Capstone</p> <p>Freshman Seminar Lead- Participates in principal designated activities</p>	<p>None</p> <p>Literacy Teacher Development Specialist (LTDS) and Advanced Academics Resource Teachers (AART) are screened, interviewed and selected to be placed into a pool. Principal will then hire educators from each of these pools.</p> <p>Principals will determine which roles be used as part of the MNPS student based budgeting process.</p>	<p>Teacher Mentor- \$2500 max</p> <p>Lead Teacher-\$1000-\$2000</p> <p>IB/Cambridge Lead-\$1,000-\$2000</p> <p>TEAM Ambassador-\$1500</p> <p>Capstone Lead-\$2000</p> <p>Freshman Seminar Lead-\$2000</p> <p>LTDS-\$2000-\$5000</p> <p>AART-\$1000-\$2000</p> <p>MCL-\$1500 for each teacher supervised, up to 4 teachers.</p>	500	\$1,828,857

	<p>Literacy Teacher Development Specialist- prep for facilitation and planning</p> <p>Advanced Academics Resource Teacher- prep for facilitation and planning</p> <p>MCL-highly effective teacher leaders who lead a team of teachers and other staff to meet students' academic goals</p>				
Education*	The district will continue to award teachers for advanced degrees. For 17-18, degrees will continue to be awarded with a base pay increase. All teachers are eligible for the advanced degree increase.				
Other					

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