

GILES COUNTY--280					
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?
<b>Hard-to-Staff (School, Subject, or Placement)</b>	Giles County will use bonus pay to help fill hard to staff teaching positions.	Certified in content/grade area  We have identified Math, Chemistry, Special Ed. and PreK teachers for the 2017-18 school year.	Bonus  A total of \$3,000. \$2,000 when the teacher signs their contract and an additional \$1000 after the third year of teaching and signing their fourth year contract.	4	\$12,000
<b>Performance</b>	Differentiated pay will be based on each teacher's overall TEAM Effectiveness Score. Teachers that receive a score of 4 will receive \$400 and teachers that receive a score of 5 on	Tested teachers Non-tested teachers Portfolio teachers Level of Overall Effectiveness (LOE)	Bonus  Level 4 is \$400 and Level 5 is \$500	120	\$71,000

	overall effectiveness will receive \$500				
<b>Additional Instructional Roles or Responsibilities</b>	<p>Giles County will use differentiated pay for development of OER online textbooks.</p> <p>Giles County will use differentiated pay as a stipend for teacher leaders to develop and build effective teaching and learning in all schools</p>	<p>Level of Overall Effectiveness (LOE)</p> <p>Perspective Teacher leaders will be screened by a committee of supervisors, principals, and peers.</p> <p>OER textbook personnel will be pick by supervisors and Blended learning coordinator.</p>	<p>OER Textbooks \$1,000</p> <p>Learning Leaders \$1,500</p>	75	\$70,000
<b>Education*</b>	Step pay scale BS, Masters, Plus30, ED.S, and Doctorate.				
<b>Other</b>					

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