

FAYETTE COUNTY--240					
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)					
Performance	Teachers: Results from TNReady assessment will be used to determine student growth. Teachers attaining a 4 or 5 value added score in the subject areas of ELA, Math, and Science will be awarded the bonus. Teachers in self-contained classes must receive a 4 or 5 in the areas of ELA, Math, and Science. School Leaders/District Office Leaders: Principals will attain an overall year-end average of a 3, 4, or 5 on their individual IMAGINE 21 Performance Portfolio. Chief Academic	Tested teachers Level of Overall Effectiveness (LOE) Individual IMAGINE 21 Performance Portfolio	Teachers: Self-Contained Teachers: ELA, Math, and Science: \$1500; Departmentalized: ELA, Math, or Science: \$900 Principals: 3-\$1,000, 4-\$2,000, 5-\$3,000 Content Coordinators: 3-\$500, 4- \$1,000, 5-\$1,500 Area Deans/Chief Academic Officer: 3-\$750,	30	\$50,000

	Officer, Area Deans, and Content Coordinators will attain an overall year-end average of a 3, 4, or 5 on their individual IMAGINE 21 Performance Portfolio.				
Additional Instructional Roles or Responsibilities	Teacher leaders are full time classroom teachers who will coach all teachers in the building as well as mentor those new to the district/school. Selected teachers must have a level 4 or 5 rating as measured by overall TEAM observation scores.	Level of Overall Effectiveness (LOE)	Selected teachers will receive a \$1,066.66 stipend based on specified roles that are directly aligned to IMAGINE 21 and evidence to support the effectiveness of the responsibilities.	15	\$16,000
Education*	A beginning teacher with a bachelors degree makes \$37,775. A beginning teacher with a masters degree makes \$40,220. A beginning teacher with a masters + 45 makes \$42,415. A beginning teacher with EDSM makes \$43,150. A beginning teacher with a doctorate makes \$45,390.				
Other					

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