

| SMITH COUNTY--800 | | | | | |
|--|---|--|---|--|--|
| 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 | Smith County Schools differentiated pay for educators in 2017-18 will be paid out in the fall of 2018 and will be based on the 2017-18 school year data. The overall Level of Effectiveness (LOE) generated for educators from TNCompass will have the following pay out scale: Level 3: \$200 Level 4: \$250 Level 5: \$300 | Tested teachers Non-tested teachers Portfolio teachers Level of Overall Effectiveness (LOE) | \$200, \$250, \$300 | 210 | \$47,000 |
| Additional Instructional Roles or Responsibilities | | | | | |
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|-------------------|--|--|--|--|--|
| Education* | We pay step/ladder increases for Master's, Master's +30, Educational Specialist, and Doctorate as outlined in the salary schedule. | | | | |
| Other | | | | | |

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