

ELIZABETHTON--101					
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)	The district will offer a 5% increase in base salary for the hard-to-staff area of Speech and Language Pathologist. This will assist the district in hiring and retaining quality people in this field. This will make the pay more comparable to facilities and school districts in our area who compete for these employees.	Certified in content/grade area	Base Pay Increase This award will be a 5% base pay increase. This percentage is reviewed annually. The estimated amount for each position is \$2531.	3	\$7,593
Performance					
Additional Instructional	The district will create five (5) school-level PLC Coordinator positions to	Level of Overall Effectiveness (LOE)	The award will be given annually in the form of a \$2,000	5	\$10,000

Roles or Responsibilities	<p>enhance the implementation of PLC's at each location.</p>	<p>Building Administrators will have the flexibility to divide these duties between multiple teachers based on grade levels and/or subjects as needed.</p> <p>These individuals will be responsible for leading the monthly meetings.</p> <p>Teachers with an effectiveness score of 4 or 5 will be eligible to apply. School administrators will screen the applicants. Additional criteria for selection will include (but not limited to): rapport with staff, communication skills, & previous leadership experience.</p> <p>There will be one (1) PLC Coordinator position at each of the five schools in the district. Principals may divide the duties between multiple teachers, based on school needs.</p>	<p>stipend. This amount may be divided between multiple teachers, based on school needs. This amount is reviewed annually.</p>		

Education*	<p>The district will include Bachelor's, Master's, Educational Specialist's, and Doctorate's for eligible base pay compensation as shown in the attached salary schedule. The district will no longer compensate (in base pay) teachers at the Bachelor's +30 or the Master's +30 levels.</p> <p>The district will continue to pay the base salaries for teachers currently on these eliminated levels. No new employees were added to these steps after July 1, 2015.</p>				
Other					

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