

I. Description of Differentiated Elements (Required Section)*

Directions: For each element of the district’s differentiated pay plan, use the table below to provide a description of how the district will differentiate pay. The plan must include **at least one** of the elements listed below in the left-hand column, **in addition to education and experience**. As a reminder, **education and experience do not qualify as a type of differentiated pay. They are collected in the table below for contextual information.**

Many plans may include a combination of several elements; therefore, please add rows or repeat differentiated elements as needed. For example, the plan may include two different types of additional instructional roles. Also, please feel free to delete from the table or leave blank any differentiated elements that will not be used in your plan. See the Supplemental documents tab on the [website](#) to view a sample table that contains an example of each type of differentiated element.

Differentiated Element	Description	Compensation Type and Size	Reach	Estimated Cost	Estimated Salary Expenditures
	<i>Describe how the district will differentiate for this element.</i> <i>Include the criteria for receiving the award.</i>	<i>Will the compensation be given as a bonus or a base pay increase?</i> <i>How much will qualifying teachers receive?</i>	<i>Eligibility: How many teachers are eligible for this type of compensation?</i> <i>Forecasted participation: How many teachers do you estimate will receive the award?</i>	<i>How much does the district estimate it will pay out for this differentiated pay element?</i>	<i>What percentage of salary expenditures (excluding benefit costs) does this element cover?</i>
Hard-to-Staff (School, Subject, or Placement)	Using enclosed 2008-2009 State Approved Plan Supplement #1	See Supplement #1 Possible \$1,500.00	Less than 1%	\$500.00 per year	Less than .005%
Performance	See Supplement #2 TIF Grant	Up to \$1,200.00 bonus per year	100% eligible for the same bonus	\$50,000.00	Less than 1% of salary expenditure
Additional Instructional Roles or Responsibilities	No	0%	0%	0%	0%
Education	Supplement #3 Salary Schedule	Compensation will be base pay	All certified teachers eligible.	\$25,000.00 per year	Less than 1% of salary expenditure
Experience	Supplement #3	Base Pay Schedule	All certified teachers eligible.	\$25,000.00 per year	Less than 1% of salary expenditure
Other	N/A	--	--	--	--

**Bradford Special School District
Beacon Award Model**

<u>Position</u>	<u>Individual Measures</u>	<u>School Measures</u>
<i>1st – 6th Grade Teacher with Effect Score</i>	<i>TCAP/Stanford Value-Added, Composite Teacher Effect Score</i> <ul style="list-style-type: none"> • <i>Level 5 = \$1000</i> • <i>Level 4 = \$800</i> 	<i>School-Wide Value-Added 5</i> <ul style="list-style-type: none"> • <i>\$400</i>
<i>Non Tested, Non Core Pre-K-6th and Kindergarten Core</i>	<i>TIGER Level 4 or higher</i> <ul style="list-style-type: none"> • <i>\$400</i> 	<i>School-Wide Value-Added 5</i> <ul style="list-style-type: none"> • <i>\$400</i>
<i>Tested Grade 7th-8th</i>	<i>TCAP/Stanford Value-Added, Composite Teacher Effect Score</i> <ul style="list-style-type: none"> • <i>Level 5 = \$1000</i> • <i>Level 4 = \$800</i> 	<i>School-Wide Value-Added 5</i> <ul style="list-style-type: none"> • <i>\$400</i>
<i>Tested Grade 9th-12th</i>	<i>End of Course Exams – By Teacher/Course</i> <ul style="list-style-type: none"> • <i>Level 5 - \$1000</i> • <i>Level 4 - \$800</i> 	<i>School-Wide Value-Added 5</i> <ul style="list-style-type: none"> • <i>\$400</i>
<i>Non Tested Grade 9th-12th</i>	<i>TIGER Level 4 or higher</i> <ul style="list-style-type: none"> • <i>\$400</i> 	<i>School-Wide Value-Added 5</i> <ul style="list-style-type: none"> • <i>\$400</i>

Differentiated Pay Plan

Beginning in the 2008-2009 school year, the Bradford Special School District is required to develop, adopt, and implement a differentiated pay plan under guidelines established by the state board of education and in compliance with TCA 49-5-611 to aid in staffing hard to staff subject areas and schools and in hiring and retaining high qualified teachers. This plan must be approved by the Tennessee Department of Education prior to being entered. After reviewing staffing vacancies, we currently have a no hard to staff subject areas.

The Bradford Special School District will award a \$1500.00 bonus to any new teacher employed in a hard to staff position. A hard to staff position is defined as the following:

- (1.) A vacancy existing 15 days prior to the first day of school.
- (2.) A vacancy which remains open after being posted for 30 days following the close of the regular school year.
- (3.) Any position designated by the Director of Schools and approved by the Bradford Board of Education as hard to fill.

The bonus will be paid in 2 equal installments as follows:

- (1.) The first installment of \$750.00 will be paid at the time of hiring to be included in the employee's first regular pay roll check.
- (2.) The second installment of \$750.00 will be paid at the conclusion of employee's second years of employment.

The employee must remain employed for 2 years to be eligible for the full bonus. Resignation or non-renewal of contract during the 2 year period voids employee's eligibility for any remaining portion of the bonus.