

## 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
	<p><i>Describe how the district will differentiate for this element.</i></p> <p><i>Include the criteria for receiving the award.</i></p>	<p><i>Will the compensation be given as a bonus or a base pay increase?</i></p> <p><i>How much will qualifying teachers receive?</i></p>	<p><i>Eligibility: How many teachers are eligible for this type of compensation?</i></p> <p><i>Forecasted participation: How many teachers do you estimate will receive the award?</i></p>	<p><i>How much does the district estimate it will pay out for this differentiated pay element?</i></p>	<p><i>What percentage of salary expenditures (excluding benefit costs) does this element cover?</i></p>
Hard-to-Staff (School, Subject, or Placement)	A signing bonus of \$2,000 will be paid to recruit new foreign language, math, science or special education teachers for positions the school system is unable to fill for thirty (30) calendar days after posting. Teacher recruits must hold a valid Tennessee teaching license endorsed in foreign language, math, science or special education. The recruits must be employed to teach in	Compensation will be given as a signing bonus. Payment will be made in two equal payments of \$1,000.00 each. The first payment will be made in December. The second payment of \$1,000.00 will be paid at the end of the year when evidence of satisfactory evaluation results is available (satisfactory evaluation results are	<p>We have about 22 positions for the areas of foreign language, math, science and special education.</p> <p>Estimate: 0 to 5.</p>	Estimate: \$0 to \$10,000.00	Less than 1%



	<i>the area of endorsement and meet federal highly qualified standards to be eligible for the signing bonus.</i>	<i>considered to be a 3 or more composite score on the teacher evaluation).</i>			
Performance					
Additional Instructional Roles or Responsibilities	<i>The district will provide funding for up to 8 teachers (one for each school) to receive a stipend for additional roles or responsibilities in one or more of the following areas: Mentoring new teachers; Teacher Leaders Within a School; Technology Coach; Literacy Coach; Data Analysis Coach Including RTI Data.</i>	<i>Pay will be in the form of a stipend to be paid in December and May. The stipend will be \$500 to \$1000 per year.</i>	<i>Teachers should have an overall evaluation score of 3 or greater to be considered for these roles. We estimate that 200 to 210 teachers will be eligible to be considered for these 8 stipends. Principals will be able to select the role and individual who best meets the schools' needs to improve instruction</i>	<i>We estimate the cost to be \$4,000 to \$8,000 per year.</i>	<i>Less than 1%.</i>
Education	<i>The district will continue to include all advanced degrees for eligible base pay compensation as shown on the 2015-16 salary schedule</i>	<i>The compensation will be in the form of a base pay increase and equity payments. The amount of each increase will be determined by any funds provided by the state that may be used for salary increases.</i>	<i>233 eligible teachers will be eligible for the increase (minus retirements where the position may not be filled).</i>	<i>The cost of this element each year will be confined to funds provided by the state that may be used for salaries</i>	<i>Estimate: This will comprise up to approximately 4 to 5% increase in expenditures for education and experience combined.</i>
Experience	<i>The district will continue to award step increases for each year of experience. The attached salary schedule illustrates the proposed amounts.</i>	<i>The compensation will be in the form of a base pay increase and equity payments. The amount of increase will be determined by any funds provided by the state that may be used for salary increases.</i>	<i>233 eligible teachers will be eligible for the increase (minus retirements where the position may not be filled).</i>	<i>The cost of this element each year will be confined to funds provided by the state that may be used for salary increases and equity payments. This is projected</i>	<i>Estimate: This will comprise up to approximately 4 to 5% of increase in salaries for level of education and experience combined.</i>

Wayne County

				<i>to be about a 4% raise plus equity payments of just over 1%.</i>	
Other					