

Williamson County					
2016-17 Differentiated Pay Plan					
Differentiated Element	Description	Compensation Type and Size	Reach	Estimated Cost	Estimated Salary Expenditures
	Describe how the district will differentiate for this element. Include 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? Forecasted participation: How many teachers do you estimate will receive the award?	How much does the district estimate it will pay out for this differentiated pay element?	What percentage of salary expenditures (excluding benefit costs) does this element cover?
Hard-to-Staff (School, Subject, or Placement)	<i>Beginning in 2015-2016, signing bonus for hard to fill positions, currently described as elementary & secondary special education, high school math, & high school advanced sciences (Chemistry & Physics), retention bonus for same positions. WCS is continuing this program for 2016-2017.</i>	<i>This compensation will be given as bonus pay. \$1,000 for new 2016-2017 hires, \$250 per returning teacher. Additional \$250/yr for continued employment through years 2 and 3 after 2015-2016.</i>	<i>Estimated number of eligible teachers, all of whom will participate: 546</i>	<i>\$300,000 during 2016-2017 school year</i>	<i>\$300,000 represents .25% of WCS' \$119,616,944 combined budget for general, special education and homebound instruction teacher lines.</i>
Performance					
Additional Instructional	<i>Through its PECCA MOU process with the WCEA, the District has</i>	<i>Compensation is in the form of an annual</i>	<i>WCS has budgeted \$200,000 toward this</i>	<i>\$200,000</i>	<i>\$200,000 represents</i>

Roles or Responsibilities	<i>established a supplemented pay process for additional instructional responsibilities not otherwise expected of teachers that extend the educator's reach to students or other educators.</i>	<i>supplement pay increase based on hours committed to the project, ranging from \$595 to \$3,575.</i>	<i>project. All WCS teachers at all grade levels are qualified to apply based on an application process. Due to available funding, an estimated maximum of 336 teachers may qualify.</i>		<i>.17% of WCS' \$119,616,944 combined budget for general, special education and homebound instruction teacher lines.</i>
Education*	<i>See attached pay schedule developed during MOU discussions with the WCEA, required by PECCA</i>				
Experience*	<i>See attached pay schedule developed during MOU discussions with the WCEA, required by PECCA</i>				
Other					

**Education and experience are not differentiated pay elements and do not count toward the mandated criteria.*