

Coffee County Schools					
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?
<b>Hard-to-Staff (School, Subject, or Placement)</b>	Coffee County Schools will offer a signing bonus in hard to staff area. Hard to staff is a position that has fewer than three applications and/or zero acceptable applicants AND is one of the accountability courses.	<p>The award will be given as a two-part bonus. \$1,000 at the time of signing and an additional \$1,000 at the end of the school year when evidence of satisfactory evaluation results are available.</p> <p>Existing teachings in the HTS area will be eligible for the additional \$1,000 at the end of the school year when evidence of</p>	<p>Estimated 2-3 teachers per year</p> <p>Existing teachers (15-20) in the school would be eligible for the retention bonus</p>	Estimated \$25,000	Less than 5% of teacher salary expenditures

		satisfactory evaluation results are available.			
<b>Performance</b>					
<b>Additional Instructional Roles or Responsibilities</b>	Compensation will be given annually in the form of a stipend to teachers who may serve in leadership roles such as PLC Facilitators, Data Team Leaders, Mentors, or Content Area Leaders	Compensation will be given at the end of the 2016-17 school year. The stipend will be \$500	Interested teachers are eligible to apply for positions. The number of positions per school will be determined by student enrollment. One stipend per 100 students will be awarded to teachers that exhibit skills in the areas of leadership, content mastery, performance, and knowledge of teaching strategies/pedagogy	Estimated costs: \$25,000	Less than 5% of teacher salary expenditures
<b>Education*</b>					
<b>Experience*</b>					
<b>Other</b>					

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