

Anderson 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?
Hard-to-Staff (School, Subject, or Placement)	Not Applicable				
Performance	Not Applicable				
Additional Instructional Roles or Responsibilities	The district plan is to build leaders at every school by establishing a learning network that will improve educators' effectiveness and create a systemic framework to support the district and school level leadership needs. This network will also improve the pipeline for aspiring administrators by building capacity in the existing staff. These	Each role will have a specific compensation in increments of \$500, \$1,000, or \$2,000, depending on the level of responsibility and time involved. Teachers will be paid a stipend at the end of each semester.	Only teachers with an overall composite score of 3, 4 or 5 will be eligible to apply for these positions. The number of positions determined by available funding and priority along with the job descriptions	\$245,000.00 The funds will be dispersed among the schools according to student enrollment. No school will receive less than \$5,000.00. 25%	The funds will comprise 2% of the district's salary expenditures.

	roles will be defined with specific job descriptions which provide instructional support at the school level. Areas of focus for each leadership role must be job embedded and directly linked to evidence based practices. (Examples: leading PLC, mentoring Level I & II teachers, supporting literacy, developing common assessments, etc.)		will be submitted annually for approval with the school's SIP.	of the funds will remain at Central Office to be used in the schools with special needs as identified by the district leadership team.	
Education*	The district will continue to pay for Master, EDS, PHD/EDD	By degree	All teachers are eligible	The average step is \$5,984.00	2.2 million
Experience*	The district will continue to award step increases for each year of experience. The attached salary schedule contains proposed amounts.	Each teacher will earn a yearly step increase for years of experience.	All teachers are eligible.	The average step increase in the district is \$500 per year. The estimated cost is \$300,000	The funds will comprise 19% of the district's salary expenditures
Other					

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