

Greeneville City 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)	N/A	N/A	N/A	N/A	N/A
Performance	N/A	N/A	N/A	N/A	N/A
Additional Instructional Roles or Responsibilities	GCS utilizes the TIGER Evaluation model and the Stage 3 option that allows teachers who meet the criteria to apply for leadership roles or additional duties. Approximately 80% of GCS teachers would be eligible for TIGER Stage 3 status. These teachers will have the opportunity to apply for the additional instructional roles or	The compensation will be given yearly in the form of a stipend ranging from \$1,112 to \$3,708	Approximately 80% of GCS teachers would be eligible for TIGER 3 status. These teachers will have the opportunity to apply for the additional instructional roles or responsibilities based on system needs.	The estimated cost of these awards are \$68,500.	This will comprise about 0.51% of district wide certified salary expenditures.

	responsibilities based on system needs. Examples include the STEM Leadership Team, Instructional Specialists, and PLC Team Leaders.		<p>Examples include the STEM Leadership Team, Instructional Specialists, and PLC Team Leaders.</p> <p>District and school leaders will then screen for additional qualities like leadership and facilitations skills.</p> <p>There will be a total of:</p> <p>STEM Leaders: 8</p> <p>Instructional Specialists: 5</p> <p>PLC Team: 17</p>		
Education*	The district will include Bachelor's, Master's, and advanced degrees for eligible based pay as shown in the attached 2016-17 salary schedule.	<p>Advanced degrees will be awarded with a base pay increase.</p> <p>Those teachers currently enrolled in programs prior to July 1, 2014 will be eligible for base pay increases on previous year's schedule, provided</p>	The district currently has 23% of its teachers with an advanced degree above the Master's level.	The estimated cost of this element is \$200,600.	This will comprise of about 1.5% of district certified salary expenditures.

		that those programs are completed by July 1, 2018.			
Experience*	The district will continue to award step increases for each year of experience. The attached salary schedule contains the 2015-2016 figures. This will be updated to reflect state and local funding bodies' funding levels.	Each teacher will earn a yearly step increase for years of experience.	All teachers are eligible.	The average step increase in the district is \$714 per year. The estimated cost is \$335,428.	This experience payments makes up about 2.5% of the districts expenditures on salary.
Other	<i>n/a</i>	<i>n/a</i>	<i>n/a</i>	<i>n/a</i>	<i>n/a</i>

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