

Giles County Public 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)					
Performance	<i>Differentiation will be based upon each teacher's TEAM evaluation score. Teachers will receive a supplement of \$400, or \$500 per year depending upon their score (4, or 5 respectively) and attendance (missing no more than 10 days per year).</i>	<i>The compensation will be given as an instructional supplement: \$400 or \$500 per year. Teachers must be certified to teach all classes assigned. Teachers must be highly qualified if teaching core classes.</i>	<i>All teachers are eligible for this type of compensation. As long as they are employed in Giles County for 2016-17 school year and return the following year. Teachers who retire at the end of the 2016-17 school year are eligible.</i>	<i>\$80,000 per year</i>	<i>1 to 5%</i>

		TEAM Score of 4=\$400; 5=\$500	In year one, we estimate 40% of teachers will receive the award. In subsequent years, we estimate that the percentage of teachers receiving the award will increase by 10% per year.		
Additional Instructional Roles or Responsibilities	<p>1. Differentiated pay (\$300) will also be paid to teachers that attend State Training AND present materials and knowledge learned at training to faculties in Giles County</p> <p>2. Giles County will use differentiated pay for extended contract for summer school</p> <p>3. Giles County will use differentiated pay for the development of OER online textbooks</p> <p>4. Giles County will use differentiated pay as a stipend for teacher leaders to develop and build effective teaching and learning in all schools</p>	<p>1. Teachers attending State Training and presenting to other Giles County teachers will receive \$300 per year.</p> <p>2. Teachers with a composite of 3 or higher will receive \$2000 if they signup and teach summer school.</p> <p>3. Teachers who apply and are chosen will receive \$1000.00 for developing online text books for the district</p>	<p>1. All teachers are eligible</p> <p>2. Five teachers for summer school; Two at each High School, one for Middle</p> <p>3. 24 Teachers will be picked each summer to review and design online textbooks</p> <p>4. 2 teachers will be picked for each school;</p>	<p>\$8,000</p> <p>2. \$10,000</p> <p>3. \$24,000</p>	NA

		4. Teacher Leaders must be at least a level 3 teacher and must apply to be picked. \$2000.00 stipend will be paid at the end of each school year.	one for Math and one for RLA	4. \$32,000	
Education*		N/A			
Experience*					
Other					

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