

## Bradley 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>	Bradley County will offer a signing bonus for new teachers in the hard-to-staff positions of secondary math, Chemistry, German, French, Speech Language Pathologist and School Psychologist.	The award will be given as a two-part bonus. \$500 at the beginning of the fall semester and \$500 at the beginning of the spring semester	It is estimated that 8 teachers will be awarded this bonus.	The estimated total is \$8,000 (8 teachers at \$1,000 each).	From Certified Teacher salary expenditures this would be approximately 1%.
<b>Additional Instructional Roles or Responsibilities</b>	The compensation will be given yearly in the form of a stipend to teachers who may serve in roles such as PLC Facilitators, Data Team Leader, Instructional Coach, or providing content area support.	The compensation will be given yearly in the form of a stipend at the end of the 2016-2017 school year.  The stipend will be given in an amount not to exceed to \$1,000 with a minimum of \$500.	One teacher per elementary school will be eligible for this compensation for a total of 11 elementary teachers. Two teachers per each traditional secondary school will be eligible for a total of 4 secondary teachers. The total number	The estimated total is \$15,000.  (\$10,000 is from general and \$5,000 is from federal)	From Certified Teacher salary expenditures this would be approximately 1%.

			of possible recipients would be 15.		
<b>Other</b>	Bradley County will offer sign on bonuses for brand new first year teachers. Teachers will be required to complete professional development path for new teachers.	Compensation will be given in the form of a 1 time bonus that will be given in August.	It is projected that we will have approximately 14 new teachers who will each receive \$500.	The estimated cost is \$7,000.	From Certified Teacher salary expenditures this would be approximately 1%.

**\*\*Teachers are only eligible to receive 1 bonus or stipend. The award with the highest monetary value will be chosen.**