

COFFEE COUNTY--160					
2017-18 Differentiated Pay Plan					
Differentiated Element	Description	Eligibility Criteria	Compensation Type and Size	Reach	Estimated Cost
	Describe how the district will differentiate for this element.	What is 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?	How much does the district estimate it will pay out for this differentiated pay element?
Hard-to-Staff (School, Subject, or Placement)	Hard to staff is a position that has fewer than 3 applications and/or zero acceptable applicants and is one of the accountability courses.	Certified in content/grade area	Bonus Total of \$2,000. \$1,000 at signing and \$1,000 at the end of the school year when evidence of satisfactory evaluation results are available.	3	\$25,000
Performance					
Additional Instructional Roles or Responsibilities	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	Level of Overall Effectiveness (LOE)	\$500	43	\$26,000
		Certified in content/grade area Various components were considered when choosing the recipients of the bonus for additional duties. Primarily, LOE, but other			

		things were considered in terms of leadership capabilities, etc.			
Education*	Coffee County recognizes MA, ED.S., and Dr. advanced degrees for all current and new hires. In 2014-15, the Masters +30 lane on the salary schedule was closed to new participants. Current employees on the MS+30 lane will continue until retirement or resignation.				
Other					

**Education is not a differentiated pay element and does not count toward the mandated criteria.*