

SEQUATCHIE COUNTY--770					
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?
<b>Hard-to-Staff (School, Subject, or Placement)</b>	The district will reimburse teachers for course work and praxis in hard-to-staff subject areas with prior approval. Estimated this will affect 2 teachers per year Praxis \$140.-\$250. Course work estimated at \$4000. Currently funded. Areas may include High School Math and Science courses, CTE, and Special Education.	At the present time, there is no criteria set for teachers to be eligible for hard to staff areas.	Bonus  Teachers will be reimbursed for course work and Praxis tests.	2	\$4,000
<b>Performance</b>	Teachers will receive step increases to their base pay based on TN Compass Composite Scores.	Level of overall effectiveness (LOE)  Teachers scoring a composite score of on 3, 4, and 5 on TN Compass will receive step increases to their base pay.	Base pay increase		

		<p>Level 1-2 = 0 no step</p> <p>Level 3 = \$250.00 1 step</p> <p>Level 4 = \$500.00 2 steps</p> <p>Level 5 = \$750.00 3 steps</p>			
<b>Additional Instructional Roles or Responsibilities</b>	<p>Highly effective teachers (scores 4-5) will receive stipends to lead school level teams. Their responsibilities will include weekly meetings and monthly meetings. 13 Grade Level Leaders</p> <p>Subject Area Leaders: The District implemented school-wide subject area leadership positions at each school. These leaders will review the data from benchmark assessments and will make needed changes to the curriculum and instruction in their buildings. The subject area leaders will meet with their teams monthly. 12 Subject Area Leaders.</p>	<p>Level of Overall Effectiveness (LOE)</p> <p>Individual TVAAS</p> <p>Certified in content/grade area</p> <p>Only highly effective teachers based on the above criteria will be selected.</p>	Teachers who have the added responsibility of Grade Level or Subject Area Team Leaders will receive \$1,000 a year.	25	\$25,000

<b>Education*</b>	Master's, Ed.S, D.D/PhDs. will be eligible for step increases.				
<b>Other</b>					

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