

| TULLAHOMA--162 | | | | | |
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| 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) | Tullahoma has found it increasingly difficult to recruit and retain qualified individuals as we staff speech pathology positions, and school psychologists positions. Based on that challenge we have included those two "hard to staff" on our differentiated pay plans. | Certified in content/grade area Advanced degrees | Bonus \$5,000 per school year | 6 | \$30,000 |
| Performance | | | | | |
| Additional Instructional Roles or Responsibilities | Tullahoma City Schools is transitioning to greater implementation of open educational resources (OER) as a replacement of | Level of Overall Effectiveness (LOE) | Each curricular title or "flexbook" is compensated at \$6,000. More than one curator may be | 12 | \$72,000 |

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| | commercially produced curricular materials. The selected creator/curators are responsible to develop a comprehensive understanding of the current state standards then to secure OER available top produce "flexbooks" (non-platform specific digital texts) for class, school and district use. | Certified in content/grade area Teachers self-select to apply for "curator" positions, the district then selects the best qualified from our applicant pool. | involved in the process but the total payment per title is limited to \$6,000. | | |
| Education* | Teachers are compensated for earning advanced degrees as they provide transcripts from accredited colleges or universities. Advanced degrees are NOT required to be in the content area that the teacher is currently assigned to deliver and teachers are compensated for earning degrees in administration, leadership and supervision. | | | | |
| Other | | | | | |

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