

GERMANTOWN--796					
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)					
Performance					
Additional Instructional Roles or Responsibilities	Differentiated Roles include: Content leads: To ensure teachers in high stakes testing areas are aligned with state standards. Blue Chip Mentor: To ensure that new teachers are supported in transitioning into our district and understand the expectations with their pursuits in gaining tenure, alignment with our	Certified in content/grade area We went on principal recommendations and an application process that reviewed staff members content area certification based on the particular individual and roles duties. In the future, we will use LOE and Individual TVAAS	Content Leads and Blue Chip Mentors: \$3,000 All others: \$1,500	25	\$80,000

	<p>strategic plan, and having a welcoming and hospitable climate and culture.</p> <p>School Support staff leads> Includes a librarian, a school counselor, a speech pathologist, a special education teacher that all act as liaisons with the District Office with various scope of work functions of our staff in these roles.</p>	<p>getting these results pending these results are confirmed in a timely manner.</p>			
Education*	<p>We use salary lanes and pending which salary schedule they are on dictates the amount. As an off-shoot of Shelby County Schools, 2013-2014, the norris-todd act, a court ruling preserved benefits of teachers that chose to join our district. New hires to the district, follow a different salary scale; thus, all of our new teachers have a Bachelors, Masters, and Master's plus educational lanes (\$3,000 or \$5,000 differential from a BA lane, respectively).</p>				
Other					

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