

WAYNE COUNTY--910					
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)	A signing bonus will be paid to recruit new foreign language, math, science or special education teachers for positions the school system is unable to fill for thirty(30) calendar days after posting. Teacher recruits must hold a valid Tennessee teaching license endorsed in foreign language, math, science or special education. The recruits must be employed to teach in the area of endorsement and meet federal highly qualified standards to be eligible for the signing bonus.	Certified in content/grade area The 2nd payment will be paid when evidence of satisfactory evaluation results are available (satisfactory evaluation results are considered to be a 3 or more composite score on the teacher observation).	Bonus Compensation will be given as a signing bonus. Payment will be made in two equal payments of \$1,000.00 each. The first payment will be made in December. The second payment of \$1,000.00 will be paid at the end of the year.	2	\$6,000
Performance					

Additional Instructional Roles or Responsibilities	One teacher for each school to receive a stipend for additional roles or responsibilities in one or more of the following areas: Mentoring new teachers through professional development and in-service opportunities ; Teacher Leaders within a school; Technology coach; Literacy Coach; Data Analysis coach including RTI data.	Certified in content/grade area	Those serving in an additional role will be paid a hourly rate ranging from \$15 to \$25 per hour.	20	\$180,000
Education*	The compensation will be in the form of a base pay increase and equity payments. The amount of each increase will be determined by any funds provided by the state that may be used for salary increases.				
Other					

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