

MACON COUNTY--560					
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)	District will offer a signing bonus for teachers who are new hires or transfers within the school system in hard to staff areas such as Mathematics(Algebra II, Pre-Calculus, Calculus), SPED Comprehensive, Chemistry or any other subject area deemed hard to staff by director of schools.	<p>Level of Overall Effectiveness (LOE)</p> <p>Certified in content/grade area</p> <p>Attendance minimum (i.e. miss no more than 12 days)</p> <p>New hires and transfers must be certified by State of Tennessee in HTS area, receive a LOE score of 3 or greater. In order for new hires or transfers to be eligible for year end bonus they cannot miss more than 12 days. This does not include FMLA or Military leave or days miss missed due to professional responsibilities.Attendance levels will be approved annually by Director of Schools. Transfers must</p>	<p>Bonus</p> <p>New hires and transfers within the system will receive \$1,000.00 at time of signing and \$2,000.00 at end of first year and \$1,000.00 at end of each year for the next two years of employment in the HTS area. A LOE score is a 3 or better for the current school year is require in order for employees to receive scheduled pay.</p>	5	\$15,000

		have a LOE score of 3 or greater the previous two years in order to be eligible for transfer in to a HTS position.			
Performance					
Additional Instructional Roles or Responsibilities	Teacher Leaders will be compensated for performing additional duties in order to build capacity and increase teacher effectiveness through PLC's.	<p>Level of Overall Effectiveness (LOE)</p> <p>Certified in content/grade area</p> <p>Attendance minimum (i.e. miss no more than 12 days)</p> <p>Any person receiving compensation for additional role sand responsibilities must have received at least a 4 on their observation score of the TEAM evaluation model.</p> <p>In order for teachers to receive full levels of compensation or be considered for additional roles and responsibilities, they can't miss more than</p>	<p>All compensation amounts will be defined with a minimum level of \$1,000 and not to exceed \$5,000 annually.</p>	15	\$45,000

		<p>12 days. This does not include staff members who are on FMLA or Military leave or days missed due to professional responsibilities such as professional development or conferences. These attendance levels will be approved annually by the Director of Schools.</p> <p>Teachers must be full time employees to be considered for these roles.</p>			
Education*	Local supplement is built into our salary schedule.				
Other					

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