

ROBERTSON COUNTY--740					
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>	<p>The district will offer a signing bonus for new teachers at the following hard-to-staff schools in hard-to-fill subject areas listed:</p> <p>Schools: Springfield High, Springfield Middle, and Robertson County Alternative Program</p> <p>Subjects: Math, Chemistry, Physics, Speech/Language, Special Education, and ELL.</p> <p>The district will offer a signing bonus for new teachers at the schools below for the hard-to-staff subject areas listed:</p> <p>Schools: Greenbrier High, Greenbrier Middle,</p>	Certified in content/grade area	<p>Bonus</p> <p>For SHS, SMS, and RCAP: The award will be given as a two-part bonus. \$500 with the first paycheck and \$500 at the end of the school year.</p> <p>For GHS, GMS, CMS, ERHS, JBHS, WHHHS: The award will be given as a two-part bonus. \$250 with the first paycheck</p>	32	\$26,000

	<p>Coopertown Middle, East Robertson High, Jo Byrns High, White House Heritage High.</p> <p>Subjects: Math, Chemistry, Physics, Speech/Language, Special Education, and ELL.</p> <p>The district will offer a signing bonus for new teachers at the schools below for hard-to-staff subjct areas listed:</p> <p>Schools: Cheatham Park Elementary, Coopertown Elementary, East Robertson Elementary, Greenbrier Elementary, Jo Byrns Elementary, Robert F. Woodall Elementary, Watauga Elementary, Westside Elementary, and White House Heritage Elementary.</p> <p>Subjects: Speech/Language, Special Education, ELL.</p>				
<b>Performance</b>					

<b>Additional Instructional Roles or Responsibilities</b>	Instructional facilitators: teacher leaders who work with classroom teachers to teach and model best practices, analyze data, facilitate professional development, and attend state training sessions.	Certified in content/grade area	\$1,000 per year payable in December paycheck.	20	\$20,000
<b>Education*</b>	The district will have pay lanes for Bachelor's, Master's, Ed.S., and Doctoral degrees and years of experience (0 years experience to 30 years experience) for base pay.				
<b>Other</b>					

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