

2015-16 Millington Municipal Differentiated Pay Plan

I. Description of Differentiated Elements (Required Section)*

Directions: For each element of the district's differentiated pay plan, use the table below to provide a description of how the district will differentiate pay. The plan must include **at least one** of the elements listed below in the left-hand column, **in addition to education and experience**. As a reminder, **education and experience do not qualify as a type of differentiated pay. They are collected in the table below for contextual information.**

Many plans may include a combination of several elements; therefore, please add rows or repeat differentiated elements as needed. For example, the plan may include two different types of additional instructional roles. Also, please feel free to delete from the table or leave blank any differentiated elements that will not be used in your plan. See the Supplemental documents tab on the [website](#) to view a sample table that contains an example of each type of differentiated element.

Differentiated Element	Description	Compensation Type and Size	Reach	Estimated Cost	Estimated Salary Expenditures
	<i>Describe how the district will differentiate for this element.</i> <i>Include the criteria for receiving the award.</i>	<i>Will the compensation be given as a bonus or a base pay increase?</i> <i>How much will qualifying teachers receive?</i>	<i>Eligibility: How many teachers are eligible for this type of compensation?</i> <i>Forecasted participation: How many teachers do you estimate will receive the award?</i>	<i>How much does the district estimate it will pay out for this differentiated pay element?</i>	<i>What percentage of salary expenditures (excluding benefit costs) does this element cover?</i>
Hard-to-Staff (School, Subject, or Placement)					
Performance					
Additional Instructional Roles or Responsibilities	<i>The district will provide Master Teacher and Learning Coach roles for all schools to provide mentor support for teachers. Master Teacher-Valid Teacher's License, Master's Degree preferred.</i>	<i>Master Teachers will be compensated \$4,000 and Learning Coaches \$2,000 as yearly compensation.</i>	<i>Possibly 40% could qualify for selection depending on the composite teacher effectiveness score. Eight teachers will be selected.</i>	<i>\$24,000.</i>	<i>1% or less for the district. The compensation would be substantial for individual teachers.</i>

	<i>Learning Coach-Valid Teacher's License Master Teacher-Five or more years Learning Coach-Three or more years Level 4 or 5 rating as measured by Composite TEAM score</i>				
Education					
Experience					
Other					