

Bristol TN City Schools					
2016-17 Differentiated Pay Plan					
Differentiated Element	Description	Compensation Type and Size	Reach	Estimated Cost	Estimated Salary Expenditures
	Describe how the district will differentiate for this element. Include 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? Forecasted participation: How many teachers do you estimate will receive the award?	How much does the district estimate it will pay out for this differentiated pay element?	What percentage of salary expenditures (excluding benefit costs) does this element cover?
Hard-to-Staff (School, Subject, or Placement)					
Performance					
Additional Instructional Roles or Responsibilities	<p><i>We will identify 1 teacher per grade band and content area per school as academic coaches.</i></p> <p><i>Teachers will be required to apply and selected by the school principals and academic supervisors. Teachers must be rated as highly effective and have</i></p>	<i>\$2,000 stipend per year, paid yearly</i>	<i>35 total teachers will be eligible to receive the stipend based on the additional duties</i>	<i>35 teachers * \$2,000 per teacher = \$70,000 annually</i>	<i>Less than 1% annually</i>

	<p><b><i>made significant contributions to their school and district.</i></b></p> <p><b><i>Academic coaches will still be classroom teachers, but they will also be responsible for:</i></b></p> <ul style="list-style-type: none"> <li>• <b><i>Serving on the district Curriculum team</i></b></li> <li>• <b><i>Act as liaison between curriculum team and school staff to share information</i></b></li> <li>• <b><i>Review district curriculum maps and make recommendations for improvements</i></b></li> <li>• <b><i>Develop a common unit plan to be used districtwide at all schools</i></b></li> <li>• <b><i>Support teachers in locating and vetting high quality resources and materials and create OER content</i></b></li> <li>• <b><i>Assist in development of district formative assessments</i></b></li> <li>• <b><i>Analyze school data to inform instructional decisions</i></b></li> </ul>				
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	<ul style="list-style-type: none"> <li>• <i>Support principal in organization school based PD focused on technology integration and personalized learning</i></li> <li>• <i>Support new teachers and their mentors</i></li> </ul>				
<b>Education*</b>					
<b>Experience*</b>					
<b>Other</b>					

*\*Education and experience are not differentiated pay elements and do not count toward the mandated criteria.*