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Wilson County 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)	<i>Additional pay of \$3,000 for hard to staff positions – defined as a minimal number of applicants</i>	<i>Base pay increase</i>	<i>Less than 5</i>	<i>\$15,000</i>	<i>.0025%</i>

Performance	<i>Step raises are not based on years of experience. In place of step raises each year, a teacher is eligible for a raise based on their TEAM evaluation scores. The raise is added to their base salary and becomes their new base salary.</i>	<i>Base pay increase Phase in over 3 years and began in the 2014-15 SY– the amounts listed are for Year 3 (2016-17)</i> <u>TEAM SCORES*:</u> <i>5 = \$850 4 = \$600 3 = \$350 2 & 1 = No increase</i>	<i>All teachers with a TEAM score of 3, 4, or 5 are eligible.</i>	<i>We estimated that the third year (2016-17) will cost 1.2 million dollars</i>	<i>2% for first three years of implementation</i>
Additional Instructional Roles or Responsibilities	<i>Stipends to high performing teacher who work as mentors (in addition to their teaching assignment) to new teachers.</i>	<i>Bonus</i>	<i>We estimate the need for 80 mentors. This has increased due to the number of new positions added this year.</i>	<i>\$80,000</i>	<i>.015%</i>
Additional Instructional Roles or Responsibilities	<i>Stipends to high performing teacher who work as coaches (in addition to their teaching assignment) to new teachers or to low performing teachers.</i>	<i>Bonus</i>	<i>We estimate the need for 30 coaches.</i>	<i>\$60,000</i>	<i>.01%</i>
Education*	<i>We provide a <u>one-time</u> (regardless of the number of degrees) bump of \$3,000 added onto the base pay for any teacher, new or current, who has</i>	<i>Base pay increase</i>	<i>We will estimate 120 this year.</i>	<i>This year we paid out \$366,000 for new teachers with an</i>	<i>.06%</i>

	<i>not previously been compensated for an advanced degree.</i>			<i>advanced degree and current teachers who had never been compensated for their advanced degree. (122 teachers total)</i>	
Experience*	<p><i>Our pay plan does not attract teachers with greater years of experience and or advanced degrees. However, this year, our new teachers will start at a base pay of \$40,000-\$42,000*, which makes us competitive in the market. The performance increases we give for highly effective teachers are larger than our old step raises.</i></p> <p><i>*\$40,000 is the base, but we add \$1,000 if the applicant has three years in TN with an average TEAM score of "4" and \$2,000 with an average TEAM score of "5".</i></p>				
Other					

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