

| Tullahoma 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) | <i>Speech Pathologists(with CCC's)maintain full-time employment with TCS</i> | <i>Pay will be \$5,000 in addition to the regular salary schedule</i> | <i>Six teachers are eligible for this compensation. We anticipate four qualifying for the compensation.</i> | <i>\$20,000</i> | <i>Less than .50% of the districts annual salary expenditures.</i> |
| Performance | <i>N/A</i> | | | | |
| Additional Instructional Roles or Responsibilities | <i>Curriculum creator/curator (responsible to create and curate open educational resources (OER) curricular materials.</i> | <i>Pay will be up to \$6,000 per subject block and grade level completed by participating teachers. Curricular subject blocks by grade may be split and payable in amounts as small as \$2000 per participant.</i> | <i>Teachers in the adopted content area to be created/curated are eligible to apply for the position and the district will select up to 13 curricular area to be developed annually.</i> | <i>The district may expend up to \$72,000 annually for compensating teachers to OER curate and create.</i> | <i>Less than .50% of the districts annual salary expenditures.</i> |
| Education* | | | | | |
| Experience* | | | | | |
| Other | | | | | |