

Millington Municipal 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)	<p><i>Hiring Incentives for Hard to Staff Positions in the areas of Science grades 7-12 and Math grades 7-12.</i></p> <p><i>All eligible teachers must hold a valid Tennessee teaching license with an endorsement for grades 7-12 in the subject specific to math or science. In addition, teachers whose last employment was in a Tennessee school must have a level of effectiveness of a 3, 4, or 5 in the hard to staff area for the most recent year of employment to be considered for the incentive.</i></p>	<p><i>One time signing stipend at the beginning of each semester of the initial employment year in the hard to staff area.</i></p> <p><i>College graduate with no level of effectiveness - \$1000. Per semester Total of \$2, 000.</i></p> <p><i>Teacher with one or more years of experience and/or appropriate level of</i></p>	<p><i>Any teacher not currently employed who has the endorsement 7-12 in math or science and meets the level of effectiveness criteria is eligible for the stipend.</i></p> <p><i>Any teacher currently employed that acquires the endorsement and transfers into one of</i></p>	\$21,000.	Less than 1% for the district.

	<i>The teacher must be new to Millington Municipal Schools or is a teacher who is not currently teaching in a hard to staff area and requests to transfer into a hard to staff position.</i>	<i>effectiveness \$1,500. per semester Total of \$3,000.</i>	<i>the hard to staff areas.</i>		
Performance					
Additional Instructional Roles or Responsibilities	<i>The district will provide Master Teacher and Learning Coach roles in all schools to provide mentor support for teachers. Master Teacher-Valid Teacher's License, Master's Degree preferred. Five or more years of experience</i> <i>Learning Coach-Valid Teacher's License. Three or more years of experience.</i> <i>Level 4 or 5 rating as measured by TEAM Composite score.</i>		<i>Possibly 40% that could qualify for selections depending on the composite teacher effectiveness score. Eight teachers will be selected.</i>	<i>\$24,000</i>	<i>Less than 1% for the district</i>
Education*					
Experience*					
Other					

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