

Germantown Municipal School District					
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>Teachers will be allowed to apply to two types of positions that will leverage their leadership in two areas:</i></p> <p><i>1) Mentoring new teachers with such topics as classroom management, preparing for evaluations based on the TEAM model,</i></p>	<p><i>The compensation type will be a bonus.</i></p> <p><i>A new teacher coach, called a Blue Chip Mentor, will be provided a \$1500 stipend. New teachers are defined as</i></p>	<p><i>The number of teachers who are eligible for these positions are as follows:</i></p> <p><i>High School: 7 teachers</i></p>	<b>\$65,000</b>	<b>Less than 3%</b>

	<p><i>implementing critical components of the system's strategic plan: PLC's, Student engagement strategies that maximize student potential, and/or making assessments and responses that matter for identification of Tier 1,2, or 3 students;</i></p> <p><i>2) Content Area Coaches that work with teachers in core subject areas to ensure that lessons have standards that are aligned with the critical aspects of content delivery and assessments that match what the the students should be learning. These coaches may also serve as instructional leads and assist administrators with the TEAM evaluation results to do more professional development training based on TEAM data. They will also assist in executing the strategic plan variables defined that</i></p>	<p><i>anyone who has not obtained tenure.</i></p> <p><i>A content area coach will be proved a bonus of \$3000. This coach will also ensure that PLC's are being used to their optimal levels as teachers begin to respond to what the want students to learn, how they know that they learned it, what do they do if they do not learn it, and how do they enrich those who already know it.</i></p>	<p><i>Middle Schools: 6</i></p> <p><i>Elementary Schools:6</i></p> <p><i>Total: 19</i></p>		
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	<b><i>maximize student potential.</i></b>				
<b><i>Education*</i></b>					
<b><i>Experience*</i></b>					
<b>Other</b>					

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