

BRADLEY COUNTY--060					
2017-18 Differentiated Pay Plan					
Differentiated Element	Description	Eligibility Criteria	Compensation Type and Size	Reach	Estimated Cost
	Describe how the district will differentiate for this element.	What is 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?	How much does the district estimate it will pay out for this differentiated pay element?
Hard-to-Staff (School, Subject, or Placement)	Bradley County will offer a signing bonus for new teachers in the hard-to-staff positions of secondary math, Chemistry, German, French, Speech Language Pathologist and School Psychologist.	Certified in content/grade area Based on enrollment needs and certified and highly qualified documentation.	Bonus The award will be given in a two-part bonus. \$500 at the beginning of the fall semester and \$500 at the beginning of the spring semester.	8	\$8,000
Performance					
Additional Instructional Roles or Responsibilities	The compensation will be given yearly in the form of a stipend to teachers who may serve in roles such as math teacher leaders, PLC facilitators, Data Team Leader, Instructional	Level of Overall Effectiveness (LOE) Certified in content/grade area	The compensation will be given yearly in the form of a stipend at the end of the 2017-2018 school year. The stipend will be given in an amount not to	15	\$15,000

	Coach, or providing content area support.	We are primarily looking for math teacher leaders. Teachers are eligible to apply and principals are required to make a recommendation. All teachers that meet the eligibility criteria will be interviewed by a district level team.	exceed \$1,000 with a minimum of \$500.		
Education*	Pay scale is adjusted based on years of experience and type of advanced degree.				
Other					

**Education is not a differentiated pay element and does not count toward the mandated criteria.*