

MCMINN COUNTY--540					
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)	McMinn County will offer a signing bonus and retention bonus in the hard-to-staff areas. The bonus would either be for a high needs school or high needs subject area as defined in the DPP criteria. This award will be available to new teachers/administrators. The award will be given as a two-part bonus. \$1,500 at the time of signing and in year two, up to an additional \$1,500 based on the following level of effectiveness of 3 or greater on the TEAM observation average. Existing teachers and/or administrators will also be	Level of Overall Effectiveness (LOE)	Bonus \$1,500	4	\$6,000

	eligible for the same bonus as a retention incentive.				
Performance					
Additional Instructional Roles or Responsibilities	<p>1. McMinn County will further its implementation of embedded professional development through instructional coaches to increase teacher effectiveness in implementing TN Ready State Standards and RTI2. Instructional coaches will lead and facilitate monthly PLC meetings and provide ongoing embedded professional development plus work 10 additional days per year.</p> <p>2. McMinn County will further its implementation of PLCs through a PLC leadership role in the areas of ELA, math and science at the secondary</p>	<p>Level of Overall Effectiveness (LOE)</p> <p>All service personnel will be selected from a pool of highly effective teachers.</p>	<p>1. \$8,000 each - 11 positions</p> <p>2. \$1,500 each - 6 positions</p>	42	\$129,000

	level. The focus will be the implementation of TN Ready State Standards and RTI2.				
Education*	<p>Master's, Educational Specialist and Doctorate degrees will be awarded with a base pay increase.</p> <p>*The 2017-18 Salary Schedule will include a 1% increase but must pass budget approval first.</p>				
Other					

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