

SHELBY COUNTY--792					
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?
<b>Hard-to-Staff (School, Subject, or Placement)</b>	<p>Teachers in a hard-to-staff subject assignment will be eligible for this stipend, based on performance.</p> <ul style="list-style-type: none"> <li>• Structure: The awards consist of up to three separate \$750 stipends, paid out over a two-year period.</li> <li>• Year 1: An initial \$750 bonus at the beginning of the first year</li> <li>• Year 1: A second \$750 award at the end of the first year, if earning TEM 4 or higher at the end of the first year</li> <li>• Year 2: A third and final \$750 award at the end of the second</li> </ul>	<p>Level of Overall Effectiveness (LOE)</p> <p>Certified in content/grade area</p> <p>Eligibility: Any teacher in an identified hard-to-staff subject (currently: Special Education, Secondary Math, and Secondary Science) is eligible for this award, regardless of experience or degree, for 2 years.</p>	<p>Bonus</p> <p>An initial \$750 bonus at the beginning of the first year; opportunity to earn up to \$1,500 additional dollars at the end of year one and year two.</p>	1037	\$777,750

	<p>year, if earning a TEM 4 or higher at the end of the second year</p> <ul style="list-style-type: none"> <li>After year two, teachers are no longer eligible for awards in this particular hard-to-staff assignment (e.g., Secondary Math). However, they may be eligible for future awards for serving in different hard-to-staff assignments identified in forward years.</li> <li>Note: Subjects identified as hard-to-staff may change over time, based on district need.</li> </ul>				
<b>Performance</b>	<p>Performance-Based Raises</p> <ul style="list-style-type: none"> <li>Returning teachers will be eligible for a performance-based raise, based on the TEM score they receive for the 2016-17 year.</li> <li>Raises will take effect at the beginning of</li> </ul>	<p>Tested teachers</p> <p>Level of Overall Effectiveness (LOE)</p> <p>Individual TVAAS or Portfolio Growth Score</p> <p>School level TVAAS</p>	<p>TEM Rating Raise Amount</p> <p>5--\$1,500</p> <p>4--\$1,000</p> <p>3--\$750</p> <p>2--\$0</p> <p>1--\$0</p>	6119	\$9,178,500

	2017-18 and are retroactive to the first day of the 2017-18 school year. <ul style="list-style-type: none"><li>Teachers will be eligible for the following annual performance-based raise amounts:</li></ul> <table><tr><th>TEM Rating</th><th>Raise Amount</th></tr><tr><td>5</td><td>\$1,500</td></tr><tr><td>4</td><td>\$1,000</td></tr><tr><td>3</td><td>\$750</td></tr><tr><td>2</td><td>\$0</td></tr><tr><td>1</td><td>\$0</td></tr></table> <p>Total Salary Increase A continuing teacher's total salary increase for the 2017-18 school year will be a combination of the leveling increase received (if applicable) and the performance-based raise received, subject to a salary maximum of \$73,000.</p>	TEM Rating	Raise Amount	5	\$1,500	4	\$1,000	3	\$750	2	\$0	1	\$0				
		TEM Rating	Raise Amount														
5	\$1,500																
4	\$1,000																
3	\$750																
2	\$0																
1	\$0																
<b>Additional Instructional Roles or Responsibilities</b>																	

<b>Education*</b>	Educators who hold a job-related advanced degree and have not received any salary increases or credit for an advanced degree will be eligible for a stipend, based on performance. The stipend is \$1,250 each year for up to four years; the educator must earn a TEM Level 4 or 5 in order to earn the \$1,250 each year.				
<b>Other</b>					

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