

MEIGS COUNTY--610					
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)	Meigs County acknowledges a hard to fill professional positions as being: Any professional position which no certified applicant available meeting the system/schools criteria may become subject to the differentiated pay plan as outlined in TCA 49-5-611. The applicant must be appropriately certified, highly qualified when applicable and/or meet industry certification to be eligible for the plan. The plan will consist of three options. 1. A \$3,000 to \$5,000 bonus will be enacted when the employee is hired as stated in the	Level of Overall Effectiveness (LOE) Individual TVAAS Certified in content/grade area	Bonus	1	\$3,500
			\$3000 to \$5000		

	<p>Employees contract with the LEA.</p> <p>2. Teachers who are currently employed by Meigs County Schools System and willing to go back to school to obtain an added endorsement in a hard to fill position will be reimbursed for a portion of their tuition upon completion of course(s) or subjected to contract agreement with the Director of Schools.</p> <p>3. Meigs County Schools System will pay testing fees for current professional employees willing to become highly qualified in a hard to fill area by taking the Praxis Test.</p>				
Performance					
Additional Instructional Roles or Responsibilities	Data Team members, and EL Services.	Level of Overall Effectiveness (LOE) Certified in content/grade area	Data team - \$7,200 EL Services - \$5,600	33	\$41,565

Education*	Included in salary schedule.				
Other					

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