

COCKE COUNTY--150					
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)					
Performance					
Additional Instructional Roles or Responsibilities	Teacher Leaders in each school will be used as a district liaison and for professional development purposes within the district.	Level of Overall Effectiveness (LOE) Individual TVAAS Attendance minimum (i.e. miss no more than 12 days) Years of experience Individuals must have a principal recommendation, written essay application, and data that supports highly effective teaching.	\$1,000	11	\$11,000

Education*	Please refer to the salary schedule. Advanced degrees are awarded incemental amounts based upon the degrees. We honor Masters, Masters plus 30, EDS, and Doctorate.				
Other					

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