



2015-16 Differentiated Pay Plan Submission Template

MORGAN COUNTY SCHOOLS

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Wartburg, TN 37887

(423) 346-6214 Ext. 222

Dr. Edd Diden, Director (Retiring 6/30/15)

Mr. Ronnie Wilson, Director (7/1/15)

I. Description of Differentiated Elements (Required Section)*

Directions: For each element of the district's differentiated pay plan, use the table below to provide a description of how the district will differentiate pay. The plan must include **at least one** of the elements listed below in the left-hand column, **in addition to education and experience**. As a reminder, **education and experience do not qualify as a type of differentiated pay. They are collected in the table below for contextual information.**

Many plans may include a combination of several elements; therefore, please add rows or repeat differentiated elements as needed. For example, the plan may include two different types of additional instructional roles. Also, please feel free to delete from the table or leave blank any differentiated elements that will not be used in your plan. See the Supplemental documents tab on the [website](#) to view a sample table that contains an example of each type of differentiated element.

Differentiated Element	Description	Compensation Type and Size	Reach	Estimated Cost	Estimated Salary Expenditures
	<p><i>Describe how the district will differentiate for this element.</i></p> <p><i>Include the criteria for receiving the award.</i></p>	<p><i>Will the compensation be given as a bonus or a base pay increase?</i></p> <p><i>How much will qualifying teachers receive?</i></p>	<p><i>Eligibility: How many teachers are eligible for this type of compensation?</i></p> <p><i>Forecasted participation: How many teachers do you estimate will receive the award?</i></p>	<p><i>How much does the district estimate it will pay out for this differentiated pay element?</i></p>	<p><i>What percentage of salary expenditures (excluding benefit costs) does this element cover?</i></p>
Additional Instructional Roles or Responsibilities	<p>1. Morgan County will compensate teachers for providing instructional support by performing additional duties in order to build</p>	<p>Bonuses</p> <p>\$500 - \$1,000 depending upon the nature of the assignment</p>	<p>Approximately 200</p> <p>40 – 60 Teacher Leaders</p>	<p>\$50,000</p>	<p>Approximately .5% of total salaries</p>

	<p>capacity and increase teacher effectiveness.</p> <p>2. All duties will be required to be aligned to the district's strategic plan as well as the state accountability model.</p> <p>3. Roles and responsibilities will be defined annually with written job descriptions and an evaluation component to be required.</p> <p>4. Examples of these roles and duties could be, but are not limited to: mentors, collaborative learning leaders, core content specialists, developing classroom assessments, academic interventionists etc.</p> <p>5. All teachers must have received at least a three TEAM composite score performance levels on the TEAM composite score being a factor in the assignment of roles and contact time.</p> <p>6. A selection criteria will be establishing with</p>	<p>2015-16 – Essential the same process</p>	<p>2015-16 – Increase in number of participants</p> <p>60 – 80 Teacher Leaders</p>	<p>2015-16 – Additional \$25,000</p>	<p>2015-16 – Approximately .75% of total salaries</p>
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	<i>teacher attendance being a component.</i>				
Education & Experience	<p><i>Not applicable – Salaries of educators in Morgan County rank in the bottom third of Tennessee districts; therefore, an establish amount will be spread across the current salary schedule</i></p> <p><i>2015-16 – A major portion of available funding was again spread across existing salary schedule</i></p>	<p><i>Base pay increase across a traditional 20 year pay scale that includes step-ups for education and experience.</i></p> <p><i>Average increase in salary of .81%</i></p> <p><i>Same for 2015-16 except step-ups were also funded from new state funds</i></p>	<p><i>All professional educators (280)</i></p> <p><i>280 professional educators</i></p> <p><i>277 professional educators</i></p>	<p><i>\$81,000</i></p> <p><i>Approximately \$284,000 + \$81,832 for cost of stepups</i></p>	<p><i>Approximately .81% of total salaries</i></p> <p><i>Approximately 3.65% of total salaries</i></p>
<p>Other</p> <p><i>TAP @ Coalfield School (PreK-12)</i></p>	<p><i>TAP @ Coalfield Schools is a partnership with NIET and is funded by a TIF grant. Educators are eligible for pay for performance based upon the TAP formula.</i></p>	<p><i>Compensation is paid as a bonus.</i></p> <p><i>Dependent upon performance calculation and number of educators is specific pools. Average was likely be \$1,513.</i></p> <p><i>Same for 2015-16</i></p>	<p><i>40 educators are eligible. All are expected to receive some extra pay based upon TAP performance pay formula.</i></p> <p><i>Same for 2015-16</i></p>	<p><i>\$66,580</i></p> <p><i>2015-16 – Additional \$20,000 from LEA funds to increased match percentage for educator bonuses.</i></p>	<p><i>Approximately .57% of total salaries.</i></p> <p><i>2015-16 – Approximately .54% of total salaries</i></p>
<p>Other</p> <p><i>Salary Equity Funds</i></p>	<p><i>2015-16 Salary Equity \$193,000 from 2014-15</i></p> <p><i>2015-16 Increase - \$132,928</i></p> <p><i>Two year total - \$325,928</i></p>	<p><i>For both years (2014-15 & 2015-16) these salary funds are being paid as a bonus.</i></p> <p><i>(See Appendix A 2015-16 Plan)</i></p>	<p><i>All professional educators (280)</i></p> <p><i>(277 for 2015-16)</i></p>	<p><i>\$193,000</i></p>	<p><i>Approximately 1.64%</i></p> <p><i>2015-16 – Approximately 2.78%</i></p>