

Sumner County 2015-16 Differentiated Pay Plan

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>
Hard-to-Staff (School, Subject, or Placement)	N/A	N/A	N/A	N/A	N/A
Performance	N/A	N/A	N/A	N/A	N/A
Additional Instructional	1) Teacher Leader	1) This differentiator is a stipend plus additional pay for up to 75 hours of	1) Currently one teacher per School.	1) \$220,000	1-5 Combined .003%

Roles or Responsibilities		<p><i>additional duties. 50% of the stipend is paid at the end of each semester. The additional hours will be paid in June after the completion and documentation of hours. The stipend is \$2,000. The 75 hours for additional duties are based on the employee's current rate of pay.</i></p>	<p><i>Forecasted participation: One teacher per school each year</i></p>		
	2)Additional Course Load at High Schools	<p><i>2) This differentiator is a stipend paid at the end of each semester. Up to \$3,000 a year (\$1500 per semester)</i></p>	<p><i>2) Eligibility is determined each year based on needs within our schools. Forecasted participation: Approx. 20-30 Teachers a year are estimated to receive this award.</i></p>	2) \$105,000	
	3) Mentors	<p><i>3) This differentiator is a stipend paid out evenly throughout the year. \$400 a year.</i></p>	<p><i>3) Currently we have 80 mentors. This amount may increase based on district need. Forecasted participation: 80 Teachers a year are estimated to receive this award</i></p>	3) \$40,000	
	4)Teacher Presenters	<p><i>4) This differentiator is a stipend that is paid when services are performed. \$300 per day.</i></p>	<p><i>4) Eligibility is based on need of district. Forecasted participation: 15-20 Teachers a year are</i></p>	4) \$10,000	

	5) Additional Training/PL	5) This differentiator is a stipend paid for additional PL after PL is completed. \$1000 a week for common core. Additional paid PL days based on employee's current rate of pay.	estimated to receive this award 5) Eligibility approx. 60 a year. Forecasted participation: 60 Teachers a year are estimated to receive this award	5) \$70,000	
Education	1) National Board Certification	1) This differentiator will be given as an annual stipend as long as the certified employee maintains the Certification. \$2,000 will be the total of the stipend.	1) Currently 3 employees qualify. Forecasted participation: We expect participation in this program to increase. We have seen tremendous benefit from the employees that have this certification and hope to encourage other teachers to pursue this certification.	1) \$6,000	1) This award makes up less than .001% of the total salaries
Experience					
Other					