

2015-16 Murfreesboro City Differentiated Pay Plan

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)	The system will offer a signing bonus of \$2,000 in the hard to staff area of ESL Teachers	The bonus will be split in two different pay checks. \$1,000 will be given in their first paycheck in August, 2015, and \$1,000 will be given in their December, 2015 paycheck.	This signing bonus will be available to new ESL Teachers hired to the district and existing teachers who transfer to be an ESL Teacher. The district anticipates hiring 7 new ESL Teachers for the 2015-2016 school year.	The estimated cost for this is \$14,000 for the upcoming school year.	This award makes up less than 1% of the district's annual salary costs.
Performance					
Additional Instructional Roles or Responsibilities					
Education	The district awards employees who obtain additional degrees/education Masters, MA=30, EDS, and PHD	Compensation for employees who obtain additional degrees/education will be a base pay increase. The additional pay ranges from approximately \$3,000 to approximately \$5,000.	The district currently has 68% of its teachers with an advanced degree above a bachelors	The estimated additional costs for teachers who obtain additional degrees beginning the school year 2015-2016 is \$97,000	This will comprise approximately 5% of the district expenditures

<i>Experience</i>	The district will continue to award step increases for each year of experience to 15 years, then 20 years, then 25 years.	Each teacher will earn a yearly step increase for years of experience	All teachers are eligible	The amount of the step increases range from \$450 to approximately \$1,000.	This experience payment makes up approximately 15% of the district's expenditures on salary
Other					