



2015-16 Fentress County 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 payout 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)	<i>The District will offer a bonus in the hard to staff area of secondary Math, Chemistry, Foreign Language and K-12 Speech</i>	<i>\$1,000 per year for the first 3 years. Paid at end of the year with evidence of satisfactory evaluation results of at least 3 and teachers are in good standing. Teachers must be in attendance 95% of the year to qualify.</i>	<i>Award is available to new teachers. It is an existing program.</i>	<i>\$3,000 - \$4,000 paid out.</i>	<i>This award is less than 1% of salary expenditures.</i>
Performance	<i>The District will maintain its existing salary schedule. A complete list of rules is attached to report.</i>	<i>Teachers who receive a 3, 4 or 5 on Team evaluations will receive a pro-rated bonus based on 75% of new funds. Teachers receiving a 1 or 2 are not eligible. Teachers not in attendance 95% of days are ineligible. Level 3=\$300 Level 4=\$400 Level 5=\$500</i>	<i>All teachers are eligible. A complete list of eligibility rules is attached. Based on the last year's evaluation data, the District has anticipated over 95% of teachers will receive a bonus.</i>	<i>75% of new funds for differentiated pay will be from the state. Teachers with a 1 or 2 evaluation score are ineligible for bonuses or step raises. Teachers not in attendance 95% of the year are ineligible.</i>	<i>75% of new funds.</i>
Additional Instructional	<i>The District will further implement additional</i>	<i>25% of allocated state funds. It will be given yearly.</i>	<i>The estimated cost is 25% of the allocated state funds.</i>		<i>This will be less than 2% of</i>

Roles or Responsibilities Not implementing in 2015-16	<i>instructional roles. These duties may include, but not limited to, PLC leaders, Data, Mentoring. The leadership roles will be defined with job descriptions that will provide instructional support for the District.</i>	<i>Teachers can apply. District leaders will screen candidates. Teacher roles will be defined by job descriptions. The number of positions will be determined annually by the Director. The number of positions at each school could vary depending on priority of support.</i>			<i>District salary expenditures.</i>
Education	<i>The District will not recognize advance degrees unless the degree is awarded in the area aligned to current duties. Educators currently employed by the Fentress County Board of Education as of 4/1/14 will be grandfathered in their advanced degrees. People presently employed by Fentress County Board of Education have until August 1, 2015 to complete advanced degrees. A degree recognition plan for employees hired after June 1, 2014 will be submitted to the board by the Director of Schools by June 20, 2014. Exceptions to this policy shall be approved by the Director of Schools. Persons hired after June 1, 2014 will be placed on the existing salary schedule. Current advanced degrees would not have to be</i>	<i>Based on current salary schedule.</i>	<i>The District has 61.3% of teachers with advanced degrees. We usually have 3-4 per year receive advanced degrees.</i>	<i>\$8,000. The District plans to fund this by only paying for new advanced degrees aligned to their current duties.</i>	<i>\$10,000 per year.</i>

	<i>recognized. Any exceptions require the approval of the Director of Schools.</i>				
Experience	<i>The District will continue to award step increases for years of experience. Current salary schedule is included.</i>	<i>Each teacher will earn a yearly step increase for years experience provided they are in attendance 95% of the school year.</i>	<i>All teachers are eligible for step raises up to 20 years of experience.</i>	<i>The average step increase in the District is \$453 per year.</i>	<i>38.13% of the District expenditures is on salary.</i>
Other					

LIST OF RULES

- The District strategic plan will be reviewed annually.
- Eligible employees must hold a valid teaching license from the State of Tennessee to be eligible to receive bonus awards.
- Employees must be supervised and evaluated by the principal or his/her designee of the campus where they are serving students.
- Bonuses and incentive awards are not ensured to occur every year. They are contingent upon program funding.
- Employees must be continuously employed until the last day of school to receive the individual Teacher Performance bonus.
- Employees must be in “good standing” to receive any bonus. “Good standing” means that all paperwork/certifications are up-to-date.
- Employees must be in attendance 95% of the instructional school year days to receive bonus pay or step increase. (170 out of 180 days).
- The following absences are excused from the 95% attendance qualifier: Military leave, Jury Duty, FMLA, or off-campus duties.
- Any teacher with a “1” or “2” Team Evaluation Score is ineligible for bonus pay.
- No teacher will receive any bonus unless they are certified and have a minimum of a “3” on the Team Evaluation Score.
- Persons hired after June 1, 2014 will be placed on the existing salary schedule based on performance levels, staffing needs as well as District accountability status. Current advanced degrees would not have to be recognized. Any exceptions require the approval of the Director of Schools.
- Payouts for bonuses based on TEAM performance will be made by November, 2015 for the 2014-15 school year. Employees retiring from Fentress County will be eligible for bonuses. Employees not returning to Fentress County Schools and not retiring will not be eligible.