



2015-16 Claiborne 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 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)	<p><i>Additional instructional time in hard-to-staff positions will be submitted by a district advisory team to the Claiborne County Director of Schools for approval. An additional class period will be offered to educators teaching in hard-to-staff positions. The compensation will be prorated based on the educators current salary schedule.</i></p>	<p><i>Bonuses not to exceed \$10,000 can be utilized to employ level 5, 4, or 3 educators in hard-to-staff positions for teaching an additional class period.</i></p>	<p><i>A district advisory team composed of the Elementary/Secondary Supervisors, Assistant Director, applicable Principal, and the financial consultant will determine the number of teachers needed in hard-to-staff positions and submit to the Director of Schools for approval. A maximum of 9 teachers will be eligible for the bonuses and a minimum of 4 teachers will be hired. The number of positions will be based upon available funding. In order for teachers to be considered, they must meet defined teacher performance and attendance levels. Additional classes will be</i></p>	<p>\$90,000.00</p>	<p>N/A</p>

			<i>determined by need and assigned annually.</i>		
Additional Instructional Roles or Responsibilities	<p><i>Claiborne County will compensate teachers and professional employees for providing additional instructional support by performing additional duties in order to build capacity and increase teacher effectiveness. Utilizing the TEAM Evaluation system, teachers/educators who meet the criteria of a Level 3, Level 4, or Level 5 Teacher Effectiveness rating will be eligible to apply for leadership roles or additional duties based on system and school needs. Additional duties will require all work to be done outside the contracted time for the employee. Examples include but are not limited to:</i></p> <p><i>PLC Leaders</i></p> <p><i>Data Analysis</i> <i>Professional Development</i> <i>Presentations</i></p> <p><i>Common Assessments</i> <i>Development</i></p>	<p><i>Compensation will be given annually in the form of a bonus in teacher's May check. Amounts will be determined according to job descriptions created, degree of responsibility and time involved. The compensation is given as a bonus upon completion of the duties. The rate of pay is \$20 per hour. The range of compensation will start at \$200 not to exceed \$2,000 unless otherwise specified below.</i></p>	<p><i>A district level advisory team composed of the Elementary/Secondary Supervisors, Assistant Director, applicable Principle, and the financial consultant will consider the following factors for the selection of personnel:</i></p> <ol style="list-style-type: none"> <i>1. A selection process for personnel chosen to fill these roles based on attendance, subject, past performance, leadership and facilitation skill and individual TEAM Composite score.</i> <i>2. Job descriptions to include degree of responsibility and time involved. Areas of focus are job embedded and directly linked to evidence based practices.</i> <p><i>A maximum of 140 professionals will be eligible</i></p>	\$40,000.00	N/A

	<p>Curriculum Activities Development</p> <p>Teacher Mentor</p> <p>ACT Test Prep Tutors</p>	<p><i>Teachers who mentor new teachers will receive \$300 the first year and \$200 the second year</i></p> <p><i>The compensation is paid as a bonus upon completion of each session. The rate is \$25 per hour.</i></p>	<p><i>for the bonuses and a minimum of fourteen professionals will be hired. The number of positions will be based on available funding and priority of support.</i></p> <p><i>Mentor teachers are assigned based on the number of new teachers annually. Mentor teachers must have 5 years of teaching experience and have a 4 or 5 Teacher Effect Score to be assigned this responsibility.</i></p> <p><i>Approximately 4 teachers will participate in the ACT Preparation Program.</i></p>		
Education	<i>The district will include Bachelor's, Master's, MA+45, Educational Specialists and Doctoral degrees for eligible base pay compensation as shown in the attached example 2015-2016 salary schedule.</i>	<p><i>The compensation will be base pay and qualifying teachers will receive the amount specified by degree level.</i></p> <p><i>Qualifying teachers will receive the amount listed on the enclosed salary schedule.</i></p>	<i>All professionally placed certified educators will be eligible for this compensation based on the 2015-2016 salary schedule.</i>	<p>No Additional Cost</p> <p>\$3,575.00</p>	<p>N/A</p> <p>.01%</p>
Experience	<i>The district will continue to award step increases for each year of experience.</i>	<i>Each professional will earn a yearly step increase for years of experience.</i>	<i>All professionals are eligible.</i>	\$200,000.00	N/A

	<i>The attached salary schedule contains the 2014-2015 figures. This will be updated to reflect state and local funding bodies' funding levels.</i>				
Other					