



2015-16 Knox 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)	KCS will offer a signing bonus in the hard to staff subject areas of World Languages, Advanced Mathematics, Chemistry, Physics, and student support areas of Special Education, and English as a Second Language.	The \$3,000.00 award is given in November as a bonus. Teachers, who leave before the end of the school year, must repay \$2,500 to the district. If they leave at before the end of year two, they owe 2,000.00 or before the end of year three, they must repay \$1,000.00.	Approximately 90 teachers will benefit from the signing bonuses.	\$270,000	Less than 1%
	A retention bonus will be offered to teachers returning for their second year in KCS's three priority schools.	Teachers who return their second year in the three priority schools will receive an additional \$3,000.00 retention bonus.	All second year teachers in the three priority schools. We are projecting 68.	\$204,000	Less than 1%

Performance	Teachers, assistant principals and principals in 12 hard to staff schools identified as TAP schools will have the opportunity to earn performance incentives with 50% of the award based on teacher evaluations, 30% based on individual growth scores, and 20 % based on school wide learning gains.	TAP performance pay will be a bonus payout in the 12 TAP schools and will range from \$0 to \$4,000.00 for teachers and assistant principals. Principals will range from \$0 to \$5,000.00.	Approximately 665 teachers and 51 administrators who are in a TAP School are eligible to receive the TAP Bonus.	\$1,100,000	Less than 1%
	Teachers in all non-TAP schools will receive the APEX Bonus earned during the 2014-15 school year. The performance criteria is based on 70% student growth and observation scores, 20% teacher leadership, and 10% for effective teaching in high needs schools, with an emphasis on teacher stability. The performance bonus for non-TAP teachers will not be implemented for the 2015-16 school year as the district continues to redesign its strategic compensation strategy. No APEX bonus payout will occur in the Fall of 2016.	The APEX Bonuses of \$1,500 or \$2,500 earned based on the 2014-15 teacher and principal performance data will be paid out in November 2015. No APEX bonus payout will occur in the Fall of 2016.	Approximately 3,500 teachers and 200 administrators who are not in a TAP school are eligible to receive either APEX performance bonuses. Approximately 55% are projected to earn the performance bonus.	\$3,200,000	Approximately 1%
Additional Instructional Roles or Responsibilities	Instructional Coaches (Numeracy, Literacy, Gifted Talented and T-Pack Coaches) All appropriately professionally licensed teachers may pursue	Base salary compensation for the role will average \$55,000.00.	There will be 125 instructional coaches for 2015-16 school year.	General Purpose \$5,000,000.00 Federal Grants \$2,000,000	Approximately 1% of general purpose budget

	these positions. Teachers selected will have performance scores at above expectations or significantly above expectations.				
	TAP Master Teachers All appropriately professionally licensed teachers may pursue these positions. Teachers selected will have performance scores at above expectations or significantly above expectations.	Base salary compensation for the role will average \$56,004.00.	There will be 34 Master Teachers for the 2015-16 school year.	General Purpose \$402,500 Federal Grants \$1,207,500 Title I \$460,000	Less than 1% of general purpose budget
	TAP Mentor Teachers All appropriately professionally licensed teachers may pursue these positions. Teachers selected will have performance scores at above expectations or significantly above expectations.	\$4,000 per mentor teacher	There will be 63 mentor teachers for the 2015-16 school year.	General Purpose \$37,500 Federal Grants \$160,000	Less than 1% of general purpose budget
	Lead Teachers All appropriately professionally licensed teachers may pursue these positions. Teachers selected will have performance scores at above expectations or significantly above expectations.	\$2500 per position	There will be 237 lead teachers for the 2015-16 school year.	\$592,500	Less than 1%

Education	The district will continue to offer a 5 lane salary schedule (Bachelor-Doctorate) as shown in the attached 2015-16 salary schedule.	Teachers will see on average salary increase of approximately \$2,300 increase when moving up one lane.	Approximately 4,700 educators are eligible with 112 completing a higher degree.	\$572,000	Less than 1%
Experience	The district will continue to award step increases for each year of experience through 21 years.	Each teacher will earn an annual step increase for each year through 21 years of experience.	Approximately 3727 teachers with less than 21 years of experience are eligible and will receive a step increase.	\$2,932,000	Approximately 1%
Other					