

Murfreesboro City Schools					
2016-17 Differentiated Pay Plan					
Differentiated Element	Description	Compensation Type and Size	Reach	Estimated Cost	Estimated Salary Expenditures
	Describe how the district will differentiate for this element. Include the eligibility criteria for receiving the award (such as minimum attendance or evaluation score).	Will the compensation be given as a bonus or a base pay increase? How much will qualifying teachers receive?	Eligibility: How many teachers are eligible for this type of compensation? Forecasted participation: How many teachers do you estimate will receive the award?	How much does the district estimate it will pay out for this differentiated pay element?	What percentage of salary expenditures (excluding benefit costs) does this element cover?
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, 2016, and \$1,000 will be given in their December, 2016 paycheck	The 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 four (4) new ESL teachers for the 2016-2017 school year.	The estimated cost for this is \$8,000 for the upcoming school year.	This award makes up less than one percent (1%) of the district's annual salary costs.
Performance					
Additional Instructional Roles or					

Responsibilities					
Education*	The district awards employees who obtain additional degrees/education at the Masters, Masters +30, EDS, and PHD levels.	Compensation for employees who obtain additional degrees will be a base pay increase. The additional pay ranges from approximately \$3,000 to \$5,000.	The district currently has over 70% of its teachers with an advanced degree above a bachelors.	The estimated additional costs for teachers who obtain additional degrees beginning the school year of 2016-2017 is \$75,000.	This will comprise approximately 4% of the district's expenditures.
Experience*	The district will continue to award step increases for each year of experience up 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 approximately \$500 to \$1,000	This experience payment makes up approximately 15% of the district's expenditures on salary
Other					

**Education and experience are not differentiated pay elements and do not count toward the mandated criteria.*