

Hamblen County 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)	<i>Teachers at Miller-Boyd Alternative School will receive a base pay increase for teaching in a hard-to-staff school</i>	<i>The compensation is given as a base pay increase of \$1,500.</i>	<i>Eight teachers will receive this compensation.</i>	<i>\$12,000</i>	<i>.03%</i>
Performance					
Additional Instructional Roles or Responsibilities	<i>Teachers will participate in a program designed to develop teacher leaders.</i>	<i>The compensation is given as a bonus upon completion of the program. The amount of the bonus is \$1,200.</i>	<i>Approximately 30 teachers will participate in the Teacher Leader program.</i>	<i>\$36,000</i>	<i>.10%</i>

	<i>Teachers will perform additional duties in the district's credit accrual/recovery program.</i>	<i>The compensation is given as a bonus upon completion of the duties. The rate of pay is \$17.14 per hour.</i>	<i>Approximately 18 teachers will participate in the credit accrual/recovery program.</i>	<i>\$23,800</i>	<i>.07%</i>
	<i>Teachers will conduct before and after school tutoring during the school year.</i>	<i>The compensation is given as a bonus upon completion of the duties. The rate of pay is \$17.14 per hour.</i>	<i>Approximately 25 teachers will participate in the tutoring program.</i>	<i>\$7,000</i>	<i>.02%</i>
	<i>Teachers will participate in curriculum development activities.</i>	<i>The compensation is given as a bonus upon completion of the duties. The rate of pay is \$17.14 per hour.</i>	<i>Approximately six teachers will participate in curriculum development activities.</i>	<i>\$4,800</i>	<i>.01%</i>

	<i>Teachers will tutor students in preparation for the ACT test.</i>	<i>The compensation is paid as a bonus upon completion of each session. The rate of pay is \$25 per hour.</i>	<i>Approximately four teachers will participate in the ACT preparation program.</i>	<i>\$3,575</i>	<i>.01%</i>
	<i>Teachers will tutor students in a third grade summer school program.</i>	<i>The compensation is paid as a bonus upon completion of the duties. The rate of pay is \$17.14 per hour.</i>	<i>Approximately 12 teachers will participate in the third grade summer school program.</i>	<i>\$16,120</i>	<i>.05%</i>
	<i>CTE agriculture teachers will work 40 additional days per year in order to maintain agricultural projects during the summer and teach agriculture offerings in summer school.</i>	<i>The compensation is paid as a part of the base pay. The amount is prorated according to each teacher's placement on the salary schedule.</i>	<i>Four teachers are eligible to receive this additional compensation.</i>	<i>\$36,584</i>	<i>.11%</i>
	<i>Instructional coaches will work 10 additional days per year in order to prepare and deliver professional development for teachers.</i>	<i>The compensation is paid as a part of the base pay. The amount is prorated according to each coach's placement on the teacher salary schedule.</i>	<i>Five coaches are eligible to receive this additional compensation.</i>	<i>\$14,803</i>	<i>.04%</i>

	<i>Teachers will analyze school level data.</i>	<i>The compensation is paid as a bonus upon completion of each activity. The pay is \$17.14 per hour.</i>	<i>Approximately 10 teachers will participate in data analysis activities.</i>	<i>\$2,000</i>	<i>.01%</i>
	<i>Teachers will participate in professional development activities.</i>	<i>The compensation is paid as a bonus upon completion of each activity. The rate of pay is \$17.14 per hour.</i>	<i>Approximately 10 teachers will participate in these professional development activities.</i>	<i>\$2,000</i>	<i>.01%</i>
	<i>Teachers will conduct an extended school year program at two of the district's Title I schools.</i>	<i>The compensation is paid as a bonus upon completion of the program. The rate of pay is \$17.14 per hour.</i>	<i>Approximately 10 teachers will participate in this extended school year program.</i>	<i>\$2,000</i>	<i>.01%</i>
	<i>Teachers will conduct an extended school year program for special education students.</i>	<i>The compensation is paid as a bonus upon completion of the program. The rate of pay is \$18.00 per hour.</i>	<i>Approximately 15 teachers will participate in this extended school year program.</i>	<i>\$14,850</i>	<i>.04%</i>

Education*	<i>The district will continue to pay increased base salaries for advanced degrees as shown on the attached 2016-2017 salary schedule.</i>	<i>This is a base pay increase based on the teacher's placement on the salary schedule.</i>	<i>All teachers are eligible to receive salary increases based on educational attainment.</i>	\$153,292 for new degree advancements	.44%
Experience*	<i>The district will continue to pay increased base salaries for years of experience as shown on the attached 2015-2016 salary schedule.</i>	<i>This is a base pay increase based on the teacher's placement on the salary schedule.</i>	<i>All teachers are eligible to receive salary increases based on years of experience up to 22 years.</i>	\$392,843	1.14%
Other	<i>Teachers who have National Board Certification will receive an annual stipend.</i>	<i>This compensation will be given as a bonus of \$866 at the end of the year.</i>	<i>It is estimated four teachers will receive this compensation.</i>	\$3,603	.01%

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

HAMBLEN COUNTY SCHOOLS TEACHER SALARY SCHEDULE 2016-2017 4% TOTAL																							
	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22+
BS																							
STATE	31,500	32,070	32,070	32,070	32,070	32,070	34,690	34,690	34,690	34,690	34,690	38,085	38,085	38,085	38,085	38,085	38,085	38,085	38,085	38,085	38,085	38,085	38,085
LOCAL	5,974	7,095	7,489	7,882	8,540	9,304	7,457	8,228	8,976	9,742	10,507	7,906	8,694	9,436	10,225	11,001	11,383	11,781	12,160	12,522	12,949	13,335	14,404
TOTAL	37,474	39,165	39,559	39,952	40,610	41,374	42,147	42,918	43,666	44,432	45,197	45,991	46,779	47,521	48,310	49,086	49,468	49,866	50,245	50,607	51,034	51,420	52,489
BS + 15																							
STATE	31,500	32,070	32,070	32,070	32,070	32,070	34,690	34,690	34,690	34,690	34,690	38,085	38,085	38,085	38,085	38,085	38,085	38,085	38,085	38,085	38,085	38,085	38,085
LOCAL	6,363	7,489	7,876	8,263	8,942	9,684	7,836	8,625	9,367	10,119	10,898	8,292	9,073	9,823	10,616	11,383	11,781	12,160	12,522	12,949	13,340	13,721	14,794
TOTAL	37,863	39,559	39,946	40,333	41,012	41,754	42,526	43,315	44,057	44,809	45,588	46,377	47,158	47,908	48,701	49,468	49,866	50,245	50,607	51,034	51,425	51,806	52,879
BS + 30																							
STATE	31,500	32,070	32,070	32,070	32,070	32,070	34,690	34,690	34,690	34,690	34,690	38,085	38,085	38,085	38,085	38,085	38,085	38,085	38,085	38,085	38,085	38,085	38,085
LOCAL	6,755	7,876	8,260	8,663	9,323	10,075	8,238	9,007	9,751	10,517	11,290	8,677	9,454	10,208	11,001	11,781	12,166	12,522	12,955	13,340	13,721	14,105	15,181
TOTAL	38,255	39,946	40,330	40,733	41,393	42,145	42,928	43,697	44,441	45,207	45,980	46,762	47,539	48,293	49,086	49,866	50,251	50,607	51,040	51,425	51,806	52,190	53,266
MS																							
STATE	34,915	34,915	34,915	34,915	34,915	34,915	38,530	38,530	38,530	38,530	38,530	42,390	42,390	42,390	42,390	42,390	42,390	42,390	42,390	42,390	42,390	42,390	42,390
LOCAL	6,097	7,810	8,207	8,591	9,353	10,165	7,355	8,179	8,997	9,790	10,589	7,535	8,328	9,170	10,000	10,806	11,197	11,595	11,851	12,367	12,751	12,915	14,022
TOTAL	41,012	42,725	43,122	43,506	44,268	45,080	45,885	46,709	47,527	48,320	49,119	49,925	50,718	51,560	52,390	53,196	53,587	53,985	54,241	54,757	55,141	55,305	56,412
MS + 15																							
STATE	34,915	34,915	34,915	34,915	34,915	34,915	38,530	38,530	38,530	38,530	38,530	42,390	42,390	42,390	42,390	42,390	42,390	42,390	42,390	42,390	42,390	42,390	42,390
LOCAL	6,482	8,207	8,591	8,984	9,738	10,546	7,740	8,573	9,390	10,184	10,983	7,937	8,713	9,558	10,379	11,197	11,595	11,980	12,367	12,751	13,142	13,536	14,649
TOTAL	41,397	43,122	43,506	43,899	44,653	45,461	46,270	47,103	47,920	48,714	49,513	50,327	51,103	51,948	52,769	53,587	53,985	54,370	54,757	55,141	55,532	55,926	57,039
MS + 30																							
STATE	34,915	34,915	34,915	34,915	34,915	34,915	38,530	38,530	38,530	38,530	38,530	42,390	42,390	42,390	42,390	42,390	42,390	42,390	42,390	42,390	42,390	42,390	42,390
LOCAL	6,869	8,591	8,984	9,372	10,128	10,936	8,139	8,962	9,772	10,565	11,370	8,318	9,097	9,939	10,781	11,595	11,980	12,367	12,751	13,142	13,536	13,908	15,026
TOTAL	41,784	43,506	43,899	44,287	45,043	45,851	46,669	47,492	48,302	49,095	49,900	50,708	51,487	52,329	53,171	53,985	54,370	54,757	55,141	55,532	55,926	56,298	57,416
MS + 45																							
STATE	34,915	34,915	34,915	34,915	34,915	34,915	38,530	38,530	38,530	38,530	38,530	42,390	42,390	42,390	42,390	42,390	42,390	42,390	42,390	42,390	42,390	42,390	42,390
LOCAL	9,593	11,311	11,708	12,087	12,809	13,645	10,844	11,635	12,600	13,252	14,094	11,064	11,820	12,669	13,468	14,286	14,673	15,054	15,456	15,841	16,223	16,614	17,758
TOTAL	44,508	46,226	46,623	47,002	47,724	48,560	49,374	50,165	51,130	51,782	52,624	53,454	54,210	55,059	55,858	56,676	57,063	57,444	57,846	58,231	58,613	59,004	60,148
EDS																							
STATE	34,915	34,915	34,915	34,915	34,915	34,915	38,530	38,530	38,530	38,530	38,530	42,390	42,390	42,390	42,390	42,390	42,390	42,390	42,390	42,390	42,390	42,390	42,390
LOCAL	10,632	12,366	12,747	13,141	13,854	14,635	11,862	12,690	13,508	14,549	15,133	12,048	12,902	13,689	14,513	15,331	15,725	16,112	16,497	16,936	17,280	17,538	18,692
TOTAL	45,547	47,281	47,662	48,056	48,769	49,550	50,392	51,220	52,038	53,079	53,663	54,438	55,292	56,079	56,903	57,721	58,115	58,502	58,887	59,326	59,670	59,928	61,082
DOCTORS																							
STATE	34,915	34,915	34,915	34,915	34,915	34,915	38,530	38,530	38,530	38,530	38,530	42,390	42,390	42,390	42,390	42,390	42,390	42,390	42,390	42,390	42,390	42,390	42,390
LOCAL	13,694	15,034	15,422	15,813	16,603	17,360	15,140	16,284	17,943	19,161	19,375	16,761	17,006	18,291	18,495	19,807	20,429	20,938	21,571	22,088	22,733	22,953	23,291
TOTAL	48,609	49,949	50,337	50,728	51,518	52,275	53,670	54,814	56,473	57,691	57,905	59,151	59,396	60,681	60,885	62,197	62,819	63,328	63,961	64,478	65,123	65,343	65,681