

# Clarksville-Montgomery 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)	<p>1) <i>CTE teachers requiring Occupational License are placed at a higher experience and education level on teacher salary schedule based on results of private sector market analysis</i></p> <p>2) <i>Speech Pathologists are placed at a higher experience and education level based on results of private sector analysis</i></p> <p>3) <i>Tuition Reimbursement CTE</i></p>	<p>1) <i>Compensation provided as base salary. Amount of increase dependent on course they are teaching and results of market analysis. See attached spreadsheet for placement on teacher salary schedule.</i></p> <p>2) <i>Compensation</i></p>	<p>1)19</p> <p>2) 27</p> <p>3)up to 15 per year</p> <p>4)310</p>	<p>1)171,675</p> <p>2)261,261</p> <p>3)30,000</p> <p>4) 310,000</p>	<p>1).0016%</p> <p>2).0024%</p> <p>3).00028%</p> <p>4).0029%</p>

	<p><i>teacher requiring Occupational Licensure and Special Ed teachers requiring course work</i></p> <p><b>4) One-time bonus for designated hard to fill positions ( Special Education: HQ status K-6, or specific secondary content area.High School Math and Middle school Algebra, High School Science</b></p>	<p><i>provided as base salary. Amount of increase dependent on numbers of years of experience. See attached spreadsheet for placement on teacher salary schedule.</i></p> <p><b>3) Tuition Reimbursement</b></p> <p><b>4) 4) Bonus- \$1,000 per eligible teacher</b></p>			
<b>Performance</b>	<b>N/A</b>				
<b>Additional Instructional Roles or Responsibilities</b>	<p><b>1) CMCSS will compensate certified instructors serving as consulting teachers and technology integration coaches</b></p> <p><b>2) CMCSS will compensate a certified school counselor to serve as a Lead School Counselor</b></p>	<p><b>1) Compensation will be part of the teacher base pay. Consulting teachers will receive pay for 260 days per year vs. 200day teacher calendar</b></p> <p><b>2) Compensation</b></p>	<p><b>1)25 certified teachers</b></p> <p><b>2)1 certified teacher</b></p> <p><b>3)65 certified teachers</b></p> <p><b>4)74</b></p> <p><b>5)28</b></p> <p><b>6) 35</b></p>	<p><b>1)401,898</b></p> <p><b>2)62,601</b></p> <p><b>3) 39,000</b></p> <p><b>4)37,000</b></p> <p><b>5) 28,000</b></p> <p><b>6)17,500</b></p>	<p><b>1).0037%</b></p> <p><b>2).00058%</b></p> <p><b>3).00036%</b></p> <p><b>4).00034%</b></p> <p><b>5).00026%</b></p> <p><b>6).00016%</b></p>

	<p>3) <i>HS Academy Externships</i></p> <p>4) <i>STEM Externships</i></p> <p>5) <i>5CMCSS will compensate certified teachers who serve as School Information Coordinator Volunteer Coordinator , Parent Ambassador for their school</i></p> <p>6) <i>Certified staff will be compensated for work as Wellness Coordinators</i></p> <p>7) <i>Instructional Curriculum Reviewers</i></p> <p>8) <i>Digital Blended Teacher Stipend</i></p> <p>9) <i>Teacher Leader Curriculum Specialist ( K-2 Math, K-2 ELA, 3-5 Math and 3-5 ELA)</i></p>	<p><i>will be part of the teacher base pay. Lead Counselor will receive pay 220 days vs. 200 days</i></p> <p>3) <i>Additional pay will be added \$360.00- 500.00</i></p> <p>4) <i>Additional pay will be added, \$500.00</i></p> <p>5) <i>Additional pay \$1,000</i></p> <p>6) <i>Additional pay \$500</i></p> <p>7) <i>Additional pay \$150.00</i></p> <p>8) <i>Additional Pay \$1,000</i></p> <p>9) <i>Additional Pay \$1,000</i></p>	<p>7) <i>225 Certified teachers</i></p> <p>8) <i>72 Certified teacher</i></p> <p>9) <i>4 Certified Teacher</i></p>	<p>7)<i>33,750</i></p> <p>8)<i>72,000</i></p> <p>9)<i>4,000</i></p>	<p>7).00031%</p> <p>8).00067%</p> <p>9).000037%</p>
<b>Education*</b>	<b>No Changes to current schedule of</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>

	<b>4 education lanes</b>				
<b>Experience*</b>	<b>Schedule will stay at 25 steps, amount between steps increased from 800 to 835</b>	<b>Increase from 800 per step to 835 per experience step</b>	<b>Completing 100 or more days of teaching experience- 2,380</b>	<b>83,300</b>	<b>.00077%</b>
<b>Other</b>	<p><b>1) CMCSS administrators are compensated based on their school size and grade level(s). Differentiation of schools is noted on attachment</b></p> <p><b>2) Teachers leading extracurricular activities will be paid a supplement for additional time spent with students</b></p>	<p><b>1) Compensation added to the base salary, and is dependent on school assignment and student enrollment on 20<sup>th</sup> school day of each year on a yearly basis</b></p> <p><b>2) Compensation is based on a set amount and number of experience years in position-market analysis conducted this year with increases to pay</b></p>	<p><b>1) All school based Administrators are eligible for this differentiation ( 80)</b></p> <p><b>2) All certified employees are eligible, currently 457 positions</b></p>	<p><b>1) 100,000</b></p> <p><b>2) 1,491,015</b></p>	<p><b>1).00093%</b></p> <p><b>2).013%</b></p>

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