

| Jackson-Madison 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?<br>How much will qualifying teachers receive?   | Eligibility: How many teachers are eligible for this type of compensation?<br>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>JMCSS will offer a bonus in the hard-to-staff areas of secondary Math, secondary Chemistry, secondary Physics, and Foreign Language Teachers to all current and newly hired fully endorsed high school math, chemistry, physics, and middle and high school foreign language teachers.</i> | <i>The award will be given as a bonus the first half, in December, and the second half will be given in May. In order to receive the award, the teacher must be currently employed with the district at the time the checks are issued.</i> | <i>This award will be available to existing and new teachers who are fully certified with secondary math endorsement codes, secondary chemistry endorsement codes, secondary physics endorsement codes, and foreign language endorsement codes who teach high school math, chemistry, physics, and foreign language classes for</i> | <i>The estimated total is approximately including benefits.</i><br><br><i>Bonuses:</i><br><i>\$175,000</i><br><br><i>(70 @ \$2,500)</i><br><br><i>FICA: \$13,388</i><br><br><i>Retirement:</i><br><i>\$15,820</i><br><br><i>Total: \$204,208</i> | <i>86%</i>  |

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|   |   |  | <i>two or more blocks per semester. Middle school foreign language teachers must teach foreign language six or more periods per semester.</i>   |   |            |
| <b>Performance</b>  | <p><i>Teacher and administrator performance will be evaluated, and pay will be differentiated, based on the TEAM Evaluation Model. In order to receive a bonus, a teacher or administrator must meet the following criteria:</i></p> <p><i>TEAM Educator Effectiveness Score of four (4); or</i></p> <p><i>TEAM Educator Effectiveness Score of five (5).</i></p> | <p><i>Compensation will be given in the form of a bonus. Teachers and administrators earning a TEAM Educator Effectiveness Score of four (4) or five (5) will receive a bonus that is divided proportionally amongst them.</i></p> | <p><i>All teachers and administrators are eligible to receive the bonus if they meet the qualifying criteria.</i></p> <p><i>The bonus amount may be adjusted up or down in order to ensure the total allocation for differentiated pay does not exceed the total amount budgeted.</i></p> | <p><i>We estimate that these bonuses will total</i></p> <p><i>\$ 195,792 including FICA and Retirement</i></p> <p><i>Bonuses: (To be determined based on the number of 4s and 5s we have after evaluation scores are finalized in TNCOMPASS)</i></p> <p><i>Total: \$195,792</i></p> | <b>86%</b> |
| <b>Additional Instructional Roles or Responsibilities</b> |   |  |   |   |            |
| <b>Education*</b>   | <i>Our salary schedule will include steps for the following levels of</i>   |  |   |   |            |

|                           |  |  |  |  |  |
|---------------------------|--|--|--|--|--|
|                           | <b><i>education:</i></b><br><br><b><i>Bachelor's, Bachelor's +10,<br/>Bachelor's +20, Master's, Master's<br/>+10, Master's +20, Master's +30,<br/>Ed.S., and Ed.D./Ph.D.</i></b> |  |  |  |  |
| <b><i>Experience*</i></b> | <b><i>Our salary schedule will include<br/>annual increases for experience up<br/>to 15 years.</i></b>   |  |  |  |  |
| <b>Other</b>              |  |  |  |  |  |

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