

Rutherford County Schools - 750

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>The teacher must hold a valid (Apprentice, Professional or Out of State) Tennessee teaching license with 7-12 endorsement in that subject area.</p> <p>The teacher must meet the State's requirement for Highly Qualified.</p> <p>The teacher must be either new to Rutherford County Schools or a teacher in the Rutherford County school system who is not teaching in</p>	<p>A one-time signing bonus of \$3,000 (<i>\$1,500 at the beginning of each semester</i>) will be offered for Math, Physics, or Chemistry teachers and an additional <i>early</i> signing bonus of \$2,000 if contracted before March 1 for the upcoming year.</p> <p>For ESL teachers a one-time signing bonus of \$1,500 (<i>\$750 at the</i></p>	<p>Any teacher who is going into a Math, Physics, Chemistry, or ESL position who also meets the criteria is eligible for the bonus.</p> <p>We project that 25 to 30 new or transferring teachers will become eligible for this program each year. (An average of 27 teachers is being used for cost</p>	\$100,000	

	<p>a hard-to-staff area.</p> <p>The teacher must request and be recommended for a transfer to a vacant position in the hard-to-staff subject area if a current teacher</p>	<p><i>beginning of each semester)</i></p>	<p>projections.)</p> <p>The school board will designate which subject areas will be classified as hard-to-staff.</p>		
Performance	<p>Teachers with Level 3, 4, or 5 scores on the TEAM Effectiveness composite score will advance to the next effectiveness step on the salary schedule.</p> <p>Conversely, teachers with Level 1 and Level 2 scores on the TEAM Effectiveness composite score will not advance to the next effectiveness step.</p> <p>In the event the legislature restricts the use of TVAAS teacher effect scores or TEAM scores or if there is a significant deviation in teacher effect scores associated with the initial PARCC assessment, the system reserves the right to modify this section of the differentiated pay</p>	<p>The annual increases built into our 2016/17 salary schedule for a bachelor's degree through effectiveness step 11 range from \$519 at the lowest to \$2,339 for step 11. For a master's degree these numbers range from \$520 at the lowest to \$2,599 for step 6.</p> <p>Our 2016/17 salary schedule for a teacher with a BS has an average step increase of \$755 per year through step 21; for a teacher with an MA it is \$824.</p>	<p>Right now, 97 to 98% of our teaching staff has TEAM Effectiveness composite scores of 3, 4, or 5.</p>	<p>Rutherford County is not implementing this part of its alternative pay plan until legal challenges to and other issues with the evaluation process have been resolved.</p> <p>No Savings from Level 1 and 2 teachers.</p> <p>Rutherford County Schools will be paying no higher costs for this part of our compensation plan than we</p>	

	<p>plan.</p> <p>Rutherford County is not implementing this part of its alternative pay plan until legal challenges to and other issues with the evaluation process have been resolved.</p>			<p>already plan to pay. Our salary schedule already has built-in experience steps that will become effectiveness steps.</p>	
Additional Instructional Roles or Responsibilities	<p>For 2014/15 Response to Intervention² Coaches will be placed in our elementary and middle schools. These teachers will lead the school-based RTI² team. They will use data to diagnose, prescribe, and monitor interventions programs, support classroom teachers, mentor inexperienced teachers. Job description attached.</p> <p>Other pay for roles and responsibilities may be added later.</p>	<p>Level 1 RTI² Coaches in the schools will receive a flat \$2,000 supplement and work 210 day contracts. Level 2 RTI² Coaches will receive a flat \$4,000 supplement and work 230 day contracts.</p>	<p>In the second year all elementary schools are will be covered by this program.</p>	<p>Continuing program.</p> <p>The supplements will total about \$88,000.</p>	
Education*	<p>Rutherford County's plan will have 3 on-going lanes for current and new teachers, BS, MA, and EDS/EDD/Other Doctorates.</p>	<p>The compensation for current teachers, who are not in one of the 3 grandfathered lanes, will be based on our salary schedule with 3 lanes. Compensation for new teachers will be based on</p>	<p>All of our teachers would be on the salary schedule.</p>	<p>For 2016/17 the grandfathered lanes received the same 3.5% raise as the BS, MA, and EDS/EDD lanes.</p>	

	<p>Our teachers in current lanes for M+30, EDS, and EDD will be grandfathered.</p> <p>Current staff already in degree programs for an EDS, EDD, Other Doctorate will have until August 2016 to complete that degree.</p>	<p>our 3 lane schedule.</p> <p>For our 3 grandfathered lanes, the local supplement dollar figures shown on our 2013/14 salary schedule may be frozen. However, the steps won't be frozen, just the dollars. For example, for the 2013/14 school year teacher with an EDD and 12 years of experience received a \$942 step raise. If there were to be a 1.5% local raise for the 2014/15 school year, another teacher with an EDD going to the 12th step would still receive \$942.</p>		<p>Third year savings from no new M+30 and some new employees hired into new EDS/EDD lane - \$45,423.</p> <p>The savings from consolidating and grandfathering lanes for education will grow from year to year.</p>	
<i>Experience*</i>	<p>The experience pay in Rutherford County's salary schedule will maintain small step increases in years 2 through 5 and 7 through 10. We think these steps will help us compete with other districts for new teachers. The larger increases will be in years 6 and 11 as they are in the</p>	<p>These experience raises will be additions to base pay.</p>	<p>Whenever teachers attain an effectiveness step with a related step, they will receive that raise.</p>	<p>The attached alternative pay salary schedules project an additional cost of \$1,974,770 plus benefits for the 2016/17 school</p>	

	state's salary schedule. Rutherford County is compressing the existing steps after year 11 so that pay for this group will approach what it would have been for years 20 and 25. We also plan to keep step increases in the 16 th and 21 st years.			year. We anticipate using increased local BEP funds to pay for these raises.	
Other – Pay for Position	Beginning in 2015/16 the minimum certified salary base for Principals, Central Office Co-ordinators, and assistant superintendents will set at a Master's degree with 21 years. Also Principals, Central Office Co-ordinators, and assistant superintendents with an EDD or another acceptable doctorate will be eligible for the Doctorate lane that was grandfathered in 2014/15 at actual years of experience. (Other certified staff will be in the new EDS/EDD lane.) These changes were made to adequately compensate our less experienced staff in these positions and to help us recruit for these positions.	Less experienced staff hired into these positions will be affected.	Right now 7 staff members are in positions that will be affected by these changes.	\$39,264	The minimum salary base of a Master's with 21 years of experience will cost \$26,826

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