

District: Blount County Schools

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Date of Submission: June 3, 2014

I. Description of Differentiated Elements

Differentiated Element	Description	Compensation Type and Size	Reach	Estimated Cost	Estimated Salary Expenditures
	<i>Describe how the district will differentiate for this element.</i> <i>Include the criteria for receiving the award.</i>	<i>Will the compensation be given as a bonus or a base pay increase?</i> <i>How much will qualifying teachers receive?</i>	<i>Eligibility: How many teachers are eligible for this type of compensation?</i> <i>Forecasted participation: How many teachers do you estimate will receive the award?</i>	<i>How much does the district estimate it will payout for this differentiated pay element?</i>	<i>What percentage of salary expenditures (excluding benefit costs) does this element cover?</i>
Additional Instructional Roles	Teacher Mentor Level 4 or 5 Tenured Teacher	Base Pay Increase \$800	~600 eligible teachers 37.5 participants	\$30,000	.0007

II. Salary Schedule(Required Section)

1. Please include below or attach a copy of the district's proposed 2014-15 salary schedule.
 - **The 2014-15 Salary Schedule is being designed by the Board of Education's Collaborative Conferencing Team in coordination with representatives of the Blount County Education Association**
2. Describe how you will allocate any future state funding increases (i.e., FY13 1.5% increase in the BEP instructional component). Will increases be: 1) applied across-the-board, 2) allocated towards differentiated pay, or 3) a combination of both?
 - **(3) a combination of both**



Teacher Mentor

The Teacher Mentor is a role identified as part of Blount County Schools' Differentiated Pay Plan in accordance with TCA 49-3-306. The following information outlines the description, qualifications, responsibilities, evaluation, supplemental wage amount, and ratio for the Teacher Mentor:

JOB DESCRIPTION

- serve as a teacher mentor for beginning (first and second year), and Level 1 & 2 teachers (summative scores)

QUALIFICATIONS

- Minimum 5 years teaching experience
- Level 4 or 5 Tenured Teacher
- Demonstrates a deep understanding of the TN Educator Acceleration Model (TEAM)
- Flexible, Self-Motivated, Collaborative
- Demonstrates skills in organization, leadership, & communication
- Knowledge of and willingness to learn current best practices that improve student learning

RESPONSIBILITIES

- Attend mentor training
- Provide classroom modeling of best practices
- Meet consistently throughout the year with the assigned mentee
- Facilitate professional development needs for mentee
- Documents all meetings including dates, times, and topics

EVALUATION

- Standardized Evaluation Instruments will be administered in the spring of each year to determine effectiveness of mentor and applicable activities

SUPPLEMENTAL WAGE AMOUNT

- \$800 for 20 hours (two payments per year, December and May)

RATIO

- One-to-One

