



Bradford Special School District
2014-15 Differentiated Pay Plan

I. Description of Differentiated Elements (Required Section)

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 pay out for this differentiated pay element?</i>	<i>What percentage of salary expenditures (excluding benefit costs) does this element cover?</i>
Hard-to-Staff (School, Subject, or Placement)	Using enclosed 2008-2009 State Approved Plan Supplement #1	See Supplement #1 Possible \$1,500.00	Less than 1%	\$500.00 per year	Less than .005%
Performance	Supplement #2 TIF Grant	Up to \$1,800.00 bonus per year	100% eligible for same bonus	\$50,000.00	Less than 2% of salary expenditure
Additional Instructional Roles or Responsibilities	No	0%	0%	0%	0%
Education	Supplement #3 Salary Schedule	Compensation will be base pay	All certified teachers eligible.	\$25,000.00 per year	Less than 1% of salary expenditure
Experience	Supplement #3	Base Pay Schedule	All certified teachers eligible.	\$25,000.00 per year	Less than 1% salary expenditure
Other	N/A	--	--	--	--

Differentiated Pay Plan

Beginning in the 2008-2009 school year, the Bradford Special School District is required to develop, adopt, and implement a differentiated pay plan under guidelines established by the state board of education and in compliance with TCA 49-5-611 to aid in staffing hard to staff subject areas and schools and in hiring and retaining high qualified teachers. This plan must be approved by the Tennessee Department of Education prior to being entered. After reviewing staffing vacancies, we currently have a no hard to staff subject areas.

The Bradford Special School District will award a \$1500.00 bonus to any new teacher employed in a hard to staff position. A hard to staff position is defined as the following:

- (1.) A vacancy existing 15 days prior to the first day of school.
- (2.) A vacancy which remains open after being posted for 30 days following the close of the regular school year.
- (3.) Any position designated by the Director of Schools and approved by the Bradford Board of Education as hard to fill.

The bonus will be paid in 2 equal installments as follows:

- (1.) The first installment of \$750.00 will be paid at the time of hiring to be included in the employee's first regular pay roll check.
- (2.) The second installment of \$750.00 will be paid at the conclusion of employee's second years of employment.

The employee must remain employed for 2 years to be eligible for the full bonus. Resignation or non-renewal of contract during the 2 year period voids employee's eligibility for any remaining portion of the bonus.

<u>Position</u>	<u>Individual Measures</u>	<u>School Measures</u>	<u>School Measures</u>
<i>1st – 6th Grade Teacher with Effect Score</i>	TCAP/Stanford Value-Added, Composite Teacher Effect Score - Level 5 = \$1000 - Level 4 = \$750	AMO 3rd-8th Reading 58.4% - \$250 3rd-8th Math 64.1% - \$250	School-Wide Value-Added 5 \$100
<i>Non Tested, Non Core Pre-K-6th</i>	TIGER Level 4 or higher \$200	AMO 3rd-8th Reading 58.4% - \$250 3rd-8th Math 64.1% - \$250	School-Wide Value-Added 5 \$100
<i>Tested Grade 7th-8th</i>	TCAP/Stanford Value-Added, Composite Teacher Effect Score - Level 5 = \$1000 - Level 4 = \$750	AMO 3rd-8th Reading 58.4% - \$250 3rd-8th Math 64.1% - \$250	School-Wide Value-Added 5 \$100
<i>Tested Grade 9th-12th</i>	End of Course Exams – By Teacher/Course - Level 5 - \$1000 - Level 4 - \$750	AMO Goals \$100 for each AMO met (\$500 possible)	School-Wide Value-Added 5 \$100
<i>Non Tested Grade 9th-12th</i>	TIGER Level 4 or higher \$200	AMO Goals \$100 for each AMO met (\$500 possible)	School-Wide Value-Added 5 \$100
<i>Pre-K-6th Principal</i>	TN Principal Evaluation Summative Report Level 4 or higher - \$200	AMO 3rd-8th Reading 58.4% - \$250 3rd-8th Math 64.1% - \$250	School-Wide Value-Added 5 \$100
<i>7th-12th Principal</i>	TN Principal Evaluation Summative Report Level 4 or higher - \$200	AMO Goals \$100 for each AMO met (\$500 possible)	School-Wide Value-Added 5 \$100

**BRADFORD SPECIAL SCHOOL DISTRICT
2014-2015 SALARY SCHEDULE**

Supplement #3

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