



TENNESSEE DEPARTMENT OF  
**EDUCATION**  
FIRST TO THE TOP

**CAMPBELL COUNTY SCHOOLS**

**2014-15 Differentiated Pay Plan**

In June 2013, the State Board of Education passed a revised set of guidelines pursuant to Tenn. Code Ann. §49-3-306(h), which requires districts to create and implement differentiated pay plans. The intent of the differentiated pay plans is to give local control to districts in regard to salary schedule, and to create another lever for districts to attract and retain teachers based on a flexible set of potential criteria. A complete copy of the policy can be found [here](#).

### **Structure of this Document**

The document includes two required sections where districts will describe their proposed 2014-15 differentiated pay plans and salary schedules. An optional section is also included on stakeholder engagement and eligibility. Finally, districts that choose to propose an [alternative salary schedule](#) as their differentiated pay plan, or part of their plan, will need to complete a short [addendum](#). A list of the common differentiated pay terms used throughout this document can be found in [Appendix A](#).

### **Timeline**

The department has created a flexible timeline for differentiated pay plan submission to better meet the various deadlines of each district's local school board and budget processes. The table below outlines this timeline:

| <b>General Differentiated Pay Plan Submission Timeline</b>           |                                                                                                            |
|----------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------|
| Prior to submission                                                  | Local school boards are informed of and/or approve differentiated pay plans that will be submitted to TDOE |
| Jan. 2, 2014                                                         | TDOE begins accepting differentiated pay plan submissions                                                  |
| Ongoing                                                              | Districts submit differentiated pay plans to TDOE                                                          |
| Three weeks after date of submission                                 | TDOE communicates approval decision to school districts                                                    |
| Following TDOE approval notification but no later than June 30, 2014 | Local school boards approve final differentiated pay plans and any associated budget items                 |

## CAMPBELL COUNTY SCHOOLS

For those districts that choose to implement an [alternative salary schedule](#) as their differentiated pay plan (see page 5 for more detailed information on this option) the following timeline will be used in order to meet the necessary State Board of Education (SBE) deadlines.

| Alternative Salary Schedule Submission Timeline |                                                                                                    |
|-------------------------------------------------|----------------------------------------------------------------------------------------------------|
| Prior to submission                             | Local school boards are informed of the alternative salary schedule that will be submitted to TDOE |
| Jan. 2, 2014                                    | TDOE begins accepting differentiated pay plan submissions                                          |
| Jan. 31, 2014                                   | Districts submit alternative salary schedules to TDOE                                              |
| By Feb. 21, 2014                                | TDOE communicates approval decision of the alternative salary schedule to school districts         |
| By March 8, 2014                                | Local school boards approve the alternative salary schedule                                        |
| March 8, 2014                                   | TDOE submits alternative salary schedule documents to the SBE                                      |
| April 18, 2014                                  | SBE Meeting                                                                                        |

All differentiated pay plans and alternative salary schedules should be submitted to [Laura.Encalade@tn.gov](mailto:Laura.Encalade@tn.gov). The department also plans to post the final differentiated pay plans on its website.

Note that while the differentiated pay plan must be implemented in the 2014-15 school year, the first payouts from those plans could occur, particularly for those plans which include performance related criteria, at the completion of the 2014-15 school year when all relevant student achievement data is available. Following the 2014-15 school year, the department will collect evidence of implementation, including information regarding the number of awards that were paid out.

Contact Laura Encalade at [Laura.Encalade@tn.gov](mailto:Laura.Encalade@tn.gov) or (615) 253-2119 for additional questions or guidance on creating your differentiated pay plan or on the submission and approval processes.

## CAMPBELL COUNTY SCHOOLS

### I. Description of Differentiated Elements (Required Section)

Directions: For each element of the district's differentiated pay plan, use the table below to provide a description of how the district will differentiate pay. The plan must include **at least one** of the elements listed below in the left-hand column, in addition to education and experience.

Many plans may include a combination of several elements; therefore, please add rows or repeat differentiated elements as needed. For example, the plan may include two different types of additional instructional roles. Also, please feel free to delete from the table or leave blank any differentiated elements that will not be used in your plan.

[Appendix B](#) of this document contains an example of each type of differentiated element. Please review that example prior to completing the table below.

| Differentiated Element                             | Description                                                                                                                                              | Compensation Type and Size                                                                                                               | Reach                                                                                                                                                                                      | Estimated Cost                                                                                         | Estimated Salary Expenditures                                                                           |
|----------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------|
|                                                    | <p><i>Describe how the district will differentiate for this element.</i></p> <p><i>Include the criteria for receiving the award.</i></p>                 | <p><i>Will the compensation be given as a bonus or a base pay increase?</i></p> <p><i>How much will qualifying teachers receive?</i></p> | <p><i>Eligibility: How many teachers are eligible for this type of compensation?</i></p> <p><i>Forecasted participation: How many teachers do you estimate will receive the award?</i></p> | <p><i>How much does the district estimate it will pay out for this differentiated pay element?</i></p> | <p><i>What percentage of salary expenditures (excluding benefit costs) does this element cover?</i></p> |
| Hard-to-Staff<br>(School, Subject, or Placement)   |                                                                                                                                                          |                                                                                                                                          |                                                                                                                                                                                            |                                                                                                        |                                                                                                         |
| Performance                                        |                                                                                                                                                          |                                                                                                                                          |                                                                                                                                                                                            |                                                                                                        |                                                                                                         |
| Additional Instructional Roles or Responsibilities | <p><i>The district will offer bonus pay(stipend) for the following additional roles and/or responsibilities: Teacher Mentors for first teachers,</i></p> | <p><i>The compensation will be given as a bonus/stipend. The hourly rate will be \$25.00 per hour for a maximum of \$1500.00 per</i></p> | <p><i>The number of eligible teachers will be approximately 25 teachers including elementary, middle, and high schools.</i></p>                                                            | <p><i>The estimated cost for 25 teachers will be \$43,900.00 including benefit</i></p>                 | <p><i>0.04%</i></p>                                                                                     |

|                   |                                                                                                                                                                                                                                                                                                                             |                                                                                                                                                                                 |                                                                                                                                                                                                |                                                                                                                                                                          |              |
|-------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------|
|                   | <i>Teacher Leader roles for literacy or numeracy support , professional development for collaboration to support student achievement, improvement in classroom instruction, and use of data/assessments. Highly effective teachers (4 or 5) will be selected to lead and mentor in the teacher leader and mentor roles.</i> | <i>year.</i>                                                                                                                                                                    |                                                                                                                                                                                                | <i>costs.</i><br><br><i>The district expects to fund a portion of the cost with Title 1 funds.</i>                                                                       |              |
| <b>Education</b>  | <i>The district will include Bachelor's, Master's, Master's plus 45, Educational Specialists and Doctoral degrees for eligible base pay compensation as shown in the attached proposed 2014-2015 salary schedule.</i>                                                                                                       | <i>The compensation will be base pay and qualifying teachers will receive the amount specific to degree level.</i>                                                              | <i>All teachers will be eligible for this compensation based on the specified degree criteria.</i>                                                                                             | <i>No additional cost to pay plan.</i>                                                                                                                                   | <i>N/A</i>   |
| <b>Experience</b> | <i>The district will continue to provide step increases for each year of experience as shown in the attached 2014-2015 salary schedule.</i>                                                                                                                                                                                 | <i>Each teacher will earn a yearly step increase for years of experience.</i>                                                                                                   | <i>All teachers are eligible.</i>                                                                                                                                                              | <i>No additional cost to pay plan.</i>                                                                                                                                   |              |
| <b>Other</b>      | <i>The district will offer a teacher attendance bonus.</i>                                                                                                                                                                                                                                                                  | <i>The compensation will be for any unused sick days for the 2014-2015 school year up to 10 days paid at a rate of \$50.00 per day for a maximum bonus pay out of \$500.00.</i> | <i>All teachers are eligible for this compensation and only sick days accumulated during the 2014-2015 school year will count toward bonus and will be paid at the end of the school year.</i> | <i>The estimated cost of this bonus will be \$208,064.00 plus benefit costs of \$ 34,725.00 at maximum cost.</i><br><br><i>The district expects to fund this cost by</i> | <i>0.01%</i> |

|  |  |  |  |                                                                             |  |
|--|--|--|--|-----------------------------------------------------------------------------|--|
|  |  |  |  | <i>realignment of<br/>certified teacher<br/>substitute budget<br/>line.</i> |  |
|--|--|--|--|-----------------------------------------------------------------------------|--|

## CAMPBELL COUNTY SCHOOLS

### II. Salary Schedule (Required Section)

1. Please include below or attach a copy of the district's proposed 2014-15 salary schedule. **(CAMPBELL COUNTY SCHOOLS PROPOSED 2014-2015 SALARY SCHEDULE ATTACHMENT TO EMAIL)**
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? **Any future state funding increases to BEP will be applied as across-the-board compensation increases to teachers pay and allocated toward differentiated pay as funds are available.**

### III. Eligibility and Stakeholder Engagement (Optional Section)

While this section is optional, the information provided will help the department to be able to provide continued support and assistance to districts in implementing their differentiated pay plans.

1. Provide a list of eligibility rules (i.e., attendance requirements, retirement or transfer policies, etc.) for the differentiated pay plan elements or additional roles/responsibilities outlined in the plan. **Starting in the 2014-2015 school year, the Campbell County Schools Differentiated Pay Plan will compensate teachers for additional roles and responsibilities to increase student achievement and support teacher's instructional effectiveness. Teacher mentors and professional development leadership roles will be defined with specific job descriptions which provide instructional support to elementary, middle and high schools teachers using the Teacher Leader Model Standards. Each role will have a specific compensation of \$1500 for a total of 60 hours worked at each school. Highly effective teachers (4 or 5) will be used for leadership roles to work in collaboration with principals to support effective practices in formal and informal contexts, support school team structures within schools and attract, retain, and align high performing teachers to support performance goals. The teacher attendance bonus for any unused sick days accumulated during the 2014-2015 school year is compensation to encourage teachers to be at school every day to promote and ensure students' academic success with a certified teacher daily and reduce substitute teachers in schools.**
2. Include a description of how the district engaged teachers or other stakeholders in the development of the differentiated pay plan. **The district began with a District and Principal Awareness overview presentation about Strategic Compensation and the need to form a Differentiated Pay Plan Design Team. A Differentiated Pay Plan Design Team was selected by the Director of Schools which included elementary, middle, and high schools teachers and principals, a special education teacher, counselor, finance person, AFT union**

representative, Elementary Supervisor, Chairman of Board of Education, County commissioners, and Director of Schools. The Differentiated Pay Plan Design Team met for four sessions. The initial session provided an overview and requirements of strategic compensation, information regarding current salary schedule, options to consider as part of the differentiated plan. Differentiated Pay Plan Design Team took information back to respective schools to gather input from stakeholders and teachers to bring back to the design team as feedback to consider for plan, and teacher awareness of plan pay was addressed at school faculty meetings. The second session was designed to discuss questions, concerns, and suggestions from stakeholders and teachers about organizational goals and compensation approaches that would best fit district's needs. The next meeting addressed roles and responsibilities in the district to provide leadership pathways for teachers, how performance pay could impact school culture at all schools, cost factors of each plan, and salary schedules were designed and reviewed based on suggestions and categories for additional compensation. A final meeting included presentation of information, discussion and suggestions for changes, and a consensus decision about the salary schedule and Differentiated Pay Plan to be approved by the Campbell County Board of Education. The Campbell County Schools 2014-2015 Differentiated Pay Plan was approved at April 2014 Board of Education meeting.

3. Does the district plan to expand or grow its differentiated pay plan in future years? If so, what types of changes or expansions are you considering to your differentiated pay plan or salary schedule? **Campbell County Schools 2014-2015 Differentiated Pay Plan will expand roles and responsibilities of teacher leaders to ensure continuous improvement district-wide of teaching effectiveness for student achievement growth. The fiscal sustainability of additions to the Differentiated Pay Plan will determine further expansions or restructuring of the plan in futures years and the compensation teachers may receive.**