

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
	<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)					
Performance	<u>Certified Staff will receive compensation/bonus pay in if the school served reaches the annual measurable objectives (AMOs) as set by the TDOE. Differentiated Pay guidelines can be found in the attachment.</u>	<u>The compensation will be given as a bonus.</u> <u>Qualifying staff will receive \$400.00.</u>	All teachers (263) are eligible to receive the award. A copy of the complete differentiated guidelines is attached.	The district anticipates the total cost to be \$125,000 based on last year's evaluation data.	These payouts will form close to 100% percent of salary costs.
Additional Instructional					

DYER COUNTY SCHOOLS
TEACHER SALARY SCHEDULE
2014-2015

YEARS EXP.	B.S.	B.S. + 10	B.S. + 20	M.A.	M.A. + 10	M.A. + 20	M.A. + 30	ED.S.	DR.'S
0	33871	34201	34529	36991	37365	37734	40251	40714	42541
1	35087	35418	35743	38244	38612	38984	41505	41941	43777
2	35481	35819	36140	38730	39100	39467	41993	42428	44266
3	35835	36167	36494	39141	39515	39880	42394	42838	44664
4	36443	36767	37095	39884	40252	40622	43100	43559	45436
5	37110	37437	37766	40702	41071	41440	43929	44318	46162
6	37779	38113	38437	41478	41848	42214	44695	45108	46948
7	38463	38798	39121	42297	42662	43035	45480	45921	47708
8	39116	39444	39773	43038	43409	43775	46200	46645	48436
9	39782	40109	40434	43814	44185	44551	46983	47428	49387
10	40535	40859	41191	44683	45050	45421	47892	48303	50075
11	41238	41564	41900	45480	45845	46214	48698	49051	50827
12	42001	42328	42659	46320	46688	47057	49534	49961	51745
13	42663	42989	43322	47140	47505	47868	50346	50710	52507
14	43439	43766	44094	48051	48418	48780	51214	51615	53372
15	44130	44456	44789	48825	49192	49561	51983	52376	54131
16	44532	44863	45190	49310	49675	50047	52470	52867	54618
17	44532	44863	45190	49310	49675	50047	52470	52867	54618
18	44532	44863	45190	49310	49675	50047	52470	52867	54618
19	44532	44863	45190	49310	49675	50047	52470	52867	55167
20	44532	44863	45190	49310	49675	50047	52470	52867	55167

Differentiated Pay Guidelines

Differentiated Pay

- Bonus will be given to the teacher only if the teacher is employed by the system the following year.
- Bonus will be given to certificated instructional and administrative staff.
- Bonuses will be allocated to personnel after the school system receives the school's completed data reports (report card) as reported by the State Department of Education.

How Itinerant Persons will be compensated

- Alternative Placement and Homebound Teachers—If she/he serves a student with academic instruction for a student whose home school meets the bonus criteria, she/he will receive the bonus prorated according to the # of schools she/he serves in the past year.
- Speech Teacher, Music Teacher, Band Teacher, Guidance Counselor—If the teacher serves a student in a school that meets the criteria, the teacher will receive the bonus.
- Instructional Coaches—If one school that the instructional coach serves meets the criteria, the coach receives the bonus.
- Vocational Supervisor—If the high school meets the criteria, the vocational supervisor receives the bonus.
- Title I, Special Education and Elementary Supervisor—If one school served by the supervisor receives the bonus
- Data Specialist and School Psychologist – If one school meets the criteria, he/she receives the bonus
- Special Education Consulting Teachers—If one school that the consulting teacher serves meets the criteria, the consulting teacher will receive the bonus.

Criteria for Certified Teachers and Administrators to Receive Bonus Pay.

The school must meet a majority of School AMO performance goals on the School Report Card as presented by the State Department of Education. This includes attendance rate and promotion rate.

Superintendent may make adjustments when necessary.