



2014-15 Differentiated Pay Plan

Elizabethton City 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.

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)	The district will offer a 5% increase in base salary for the hard-to-staff area of Speech and Language Pathologist. This will assist the district in hiring and retaining quality people in this field. This will make the pay more comparable to facilities and school districts in our area who compete for these employees.	This award will be a 5% base pay increase. This percentage will be reviewed annually.	This award will be available to all teachers in the district who are employed in a Speech and Language Pathologist role. Currently, we have three (3) Speech and Language Pathologists. All will be eligible.	The estimated total for this is \$6,712 for three (3) teachers.	This will compromise about 0.054% of the district salary expenditures.
Performance					

Additional Instructional Roles or Responsibilities	The district will create five (5) school-level PLC Coordinator positions to enhance the implementation of PLC's at each location. These individuals will be responsible for leading the monthly meetings. Teachers with an effectiveness score of 4 or 5 will be eligible to apply.	The award will be given annually in the form of a \$2,000 stipend. This amount will be reviewed annually.	Teachers must receive an evaluation score of 4 or 5 in order to apply for the position. School administrators will screen the applicants. Additional criteria for selection will include (but not limited to): rapport with staff, communication skills, & previous leadership experience. (Draft job description is attached.) There will be one (1) PLC Coordinator at each of the five schools in the district: - 1 at East Side Elem. - 1 at H. McCormick Elem. - 1 at West Side Elem. - 1 at T. A. Dugger Jr. High - 1 at Elizabethton High	The estimated cost of these awards is \$10,000	This will compromise about 0.081% of the district salary expenditures.
Education	The district will include Bachelor's, Master's, Educational Specialist's, and Doctorate's for eligible base pay compensation as shown in the attached salary schedule. The district will no longer compensate (in base pay) teachers at the Bachelor's +30 or the Master's +30 levels.	Master's, Educational Specialist's, and Doctorate's will be awarded a base pay increase. Each qualifying teacher will receive a base pay increase for an advanced degree provided they make available a copy of their official transcript, verifying	Base pay for all teachers will be determined by this scale.	There is no current additional cost to the district, but possible future savings.	This will comprise almost 99% of the district salary expenditures.

	The district will continue to pay the base salaries for teachers currently on these eliminated levels. No new employees will be added to these steps after July 1, 2015.	hours and degree conferred. These scales will be reviewed annually.			
Experience	The district will continue to award step increases for each year of experience up to fifteen years. The attached salary schedule contains proposed amounts.	Each teacher will earn a yearly step increase for years of experience. The number of step increases will be reviewed annually.	All teachers are eligible until maximum experience is reached.	The average step increase in the district is \$850 per year. The estimated cost is \$147,500	This experience payment will compromise 1.19% of the district salary expenditures.

II. Salary Schedule (Required Section)

- Please include below or attach a copy of the district's proposed 2014-15 salary schedule.
Attached.
- 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 increases in state funding will be applied as a combination of across-the-board and differentiated pay increases. The percentage of each will be determined annually depending on the needs of the district and the amount of available funding.

Elizabethton City Schools

Job Description

Job Title: (Staff Development) Professional Learning Community Coordinator

Summary

The primary responsibility of the professional learning coordinator will be to coordinate and help the Principal implement and maintain a professional learning community in their school.

ESSENTIAL DUTIES AND RESPONSIBILITIES

- Remains competent and current through self-directed professional reading, attending professional development courses, and attending training and/or courses when needed
- Inspire and prepare staff to engage in Professional Learning Communities to enhance teaching and learning.
- Manage/lead Professional Learning Communities
- Work with Central Office Administrators, Principal, Reading Coach, and/or Mathematics Coach to develop and provide faculty and staff training opportunities for identified areas of need within the school
- Gather, document, and report data on staff development progress to the Principal and Central Office Supervisors
- Effectively and efficiently present information to teachers and/or administration when needed.
- Attend monthly Principals' meetings