

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
	Describe how the district will differentiate for this element. Include the criteria for receiving the award.	Will the compensation be given as a bonus or a base pay increase? How much will qualifying teachers receive?	Eligibility: How many teachers are eligible for this type of compensation? Forecasted participation: How many teachers do you estimate will receive the award?	How much does the district estimate it will payout for this differentiated pay element?	What percentage of salary expenditures (excluding benefit costs) does this element cover?
Hard-to-Staff (School, Subject, or Placement)	The District will offer a bonus in the hard to staff area of secondary Math, Chemistry, Foreign Language and K-12 Speech	\$1,000 per year for the first 3 years. Paid at end of the year with evidence of satisfactory evaluation results of at least 3 and teachers are in good standing. Teachers must be in attendance 95% of the year to qualify.	Award is available to new teachers. It is an existing program.	\$3,000 - \$4,000 paid out.	This award is less than 1% of salary expenditures.
Performance	The District will maintain its existing salary schedule. A complete list of rules is attached to report.	Teachers who receive a 3,4 or 5 on Team evaluations will receive a pro-rated bonus based on 75% of new funds. Teachers receiving a 1 or 2 are not eligible. Teachers not in attendance 95% of days are ineligible.	All teachers are eligible. A complete list of eligibility rules is attached. Based on the last year's evaluation data, the District has anticipated over 95% of teachers will receive a bonus.	75% of new funds for differentiated pay will be from the state. Teachers with a 1 or 2 evaluation score are ineligible for	75% of new funds.

				<i>bonuses or step raises. Teachers not in attendance 95% of the year are ineligible.</i>	
Additional Instructional Roles or Responsibilities	<i>The District will further implement additional instructional roles. These duties may include, but not limited to, PLC leaders, Data, Mentoring. The leadership roles will be defined with job descriptions that will provide instructional support for the District.</i>	<i>25% of allocated state funds. It will be given yearly. Teachers can apply. District leaders will screen candidates. Teacher roles will be defined by job descriptions. The number of positions will be determined annually by the Director. The number of positions at each school could vary depending on priority of support.</i>	<i>The estimated cost is 25% of the allocated state funds.</i>		<i>This will be less than 2% of District salary expenditures.</i>
Education	<i>The District will not recognize advance degrees unless the degree is awarded in the area aligned to current duties. Educators currently employed by the Fentress County Board of Education as of 4/1/14 will be grandfathered in their advanced degrees. People presently employed by Fentress County Board of Education have until August 1, 2015 to complete advanced degrees. A degree recognition plan for employees hired after June 1, 2014 will be submitted to the board by the Director of Schools by June 20, 2014. Exceptions to this policy shall be approved by the Director of Schools. Persons hired after June 1, 2014 will be placed on</i>	<i>Based on current salary schedule.</i>	<i>The District has 61.3% of teachers with advanced degrees. We usually have 3-4 per year receive advanced degrees.</i>	<i>\$8,000. The District plans to fund this by only paying for new advanced degrees aligned to their current duties.</i>	<i>\$10,000 per year.</i>

	<i>the existing salary schedule. Current advanced degrees would not have to be recognized. Any exceptions require the approval of the Director of Schools.</i>				
Experience	<i>The District will continue to award step increases for years of experience. Teachers must receive a 3 or above on Team evaluation scores and be in attendance 95% of the year. Current salary schedule is included.</i>	<i>Each teacher will earn a yearly step increase for years experience provided they receive a 3 or above on evaluation scores and in attendance 95% of the school year.</i>	<i>All teachers are eligible for step raises up to 20 years of experience.</i>	<i>The average step increase in the District is \$453 per year.</i>	<i>38.13% of the District expenditures is on salary.</i>
Other					

LIST OF RULES

- The District strategic plan will be reviewed annually.
- Eligible employees must hold a valid teaching license from the State of Tennessee to be eligible to receive bonus awards.
- Employees must be supervised and evaluated by the principal or his/her designee of the campus where they are serving students.
- Bonuses and incentive awards are not ensured to occur every year. They are contingent upon program funding. Only increases to the annual step increase are guaranteed for teachers receiving a TEAM composite score of 3 or higher.
- Employees must be continuously employed until the last day of school to receive the individual Teacher Performance bonus.

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District

Fentress County

School Year and Salary Effective
Date

2013 - 2014.....7/1/2013

Salary Schedule

Teachers and Principals

Years	Bachelor	Masters	Master's + 30 sem. (45 qtr.)	EDS	PhD	Years
0	\$32,293	\$35,105	\$37,541	\$38,637	\$41,423	0
1	33,426	36,273	38,709	39,785	42,576	1
2	33,518	36,365	38,801	39,877	42,669	2
3	33,682	36,524	38,960	40,051	42,852	3
4	34,053	36,971	39,382	40,493	43,584	4
5	34,501	37,490	39,921	40,982	44,487	5
6	34,989	38,019	40,460	42,062	45,705	6
7	35,452	38,839	41,265	42,965	46,675	7
8	35,955	39,991	42,478	44,249	48,096	8
9	36,606	40,849	43,391	45,208	49,136	9
10	36,800	41,036	43,589	45,391	49,319	10
11	37,560	41,930	44,533	46,365	50,369	11
12	37,728	42,102	44,701	46,563	50,583	12
13	38,519	43,021	45,670	47,558	51,669	13
14	38,697	43,229	45,858	47,751	51,856	14
15	39,524	44,153	46,832	48,781	52,973	15
16	39,524	44,153	46,832	48,781	52,973	16
17	40,184	44,924	47,649	49,644	53,927	17
18	40,184	44,924	47,649	49,644	53,927	18
19	40,859	45,700	48,487	50,522	54,917	19
20	41,359	46,200	48,987	51,022	55,417	20
21	41,359	46,200	48,987	51,022	55,417	21
22	41,359	46,200	48,987	51,022	55,417	22
23	41,359	46,200	48,987	51,022	55,417	23
24	41,359	46,200	48,987	51,022	55,417	24
25	41,859	46,700	49,487	51,522	55,917	25
26	41,859	46,700	49,487	51,522	55,917	26
27	41,859	46,700	49,487	51,522	55,917	27
28	41,859	46,700	49,487	51,522	55,917	28
29	41,859	46,700	49,487	51,522	55,917	29
30	41,859	46,700	49,487	51,522	55,917	30
31	41,859	46,700	49,487	51,522	55,917	31
32	41,859	46,700	49,487	51,522	55,917	32
33	41,859	46,700	49,487	51,522	55,917	33
34	41,859	46,700	49,487	51,522	55,917	34
35	41,859	46,700	49,487	51,522	55,917	35
36	41,859	46,700	49,487	51,522	55,917	36
37	41,859	46,700	49,487	51,522	55,917	37
38	41,859	46,700	49,487	51,522	55,917	38
39	41,859	46,700	49,487	51,522	55,917	39
40	41,859	46,700	49,487	51,522	55,917	40
41	41,859	46,700	49,487	51,522	55,917	41

42	41,859	46,700	49,487	51,522	55,917	42
43	41,859	46,700	49,487	51,522	55,917	43
44	41,859	46,700	49,487	51,522	55,917	44
45	41,859	46,700	49,487	51,522	55,917	45
46	41,859	46,700	49,487	51,522	55,917	46
47	41,859	46,700	49,487	51,522	55,917	47
48	41,859	46,700	49,487	51,522	55,917	48
49	41,859	46,700	49,487	51,522	55,917	49
50	41,859	46,700	49,487	51,522	55,917	50
51	41,859	46,700	49,487	51,522	55,917	51
52	41,859	46,700	49,487	51,522	55,917	52
53	41,859	46,700	49,487	51,522	55,917	53
54	41,859	46,700	49,487	51,522	55,917	54
55	41,859	46,700	49,487	51,522	55,917	55
56	41,859	46,700	49,487	51,522	55,917	56
57	41,859	46,700	49,487	51,522	55,917	57
58	41,859	46,700	49,487	51,522	55,917	58
59	41,859	46,700	49,487	51,522	55,917	59
60	41,859	46,700	49,487	51,522	55,917	60
61	41,859	46,700	49,487	51,522	55,917	61
62	41,859	46,700	49,487	51,522	55,917	62
63	41,859	46,700	49,487	51,522	55,917	63
64	41,859	46,700	49,487	51,522	55,917	64
65	41,859	46,700	49,487	51,522	55,917	65
66	41,859	46,700	49,487	51,522	55,917	66
67	41,859	46,700	49,487	51,522	55,917	67
68	41,859	46,700	49,487	51,522	55,917	68
69	41,859	46,700	49,487	51,522	55,917	69
70	41,859	46,700	49,487	51,522	55,917	70
71	41,859	46,700	49,487	51,522	55,917	71
72	41,859	46,700	49,487	51,522	55,917	72
73	41,859	46,700	49,487	51,522	55,917	73
74	41,859	46,700	49,487	51,522	55,917	74
75	41,859	46,700	49,487	51,522	55,917	75
76	41,859	46,700	49,487	51,522	55,917	76
77	41,859	46,700	49,487	51,522	55,917	77
78	41,859	46,700	49,487	51,522	55,917	78
79	41,859	46,700	49,487	51,522	55,917	79
80	41,859	46,700	49,487	51,522	55,917	80