

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					
Additional Instructional Roles or Responsibilities	Teacher Mentoring Program	Bonus Mentor @\$20/hr Mentee@\$20/hr Level 4 or 5 teachers will mentor level 1 or 2 teachers, or any teacher identified in need of mentoring by an administrator for a minimum of 12 hours up to a max of 24	Level 1 or 2 teachers will receive priority and any teacher identified by evaluation and or other measureable data in need of mentoring. The number of teachers involved will be dependent	\$10,000	Less than 1%

		<i>hours.</i>	<i>upon measureable data that is used to identify teachers in need of mentoring.</i>		
Education					
Experience					
Other	<i>School Tutoring Summer School</i>	<i>Bonus \$20 per hour 10 positions for Afterschool tutoring. 9 positions for Summer school.</i>	<i>Level 4 or 5 teachers will have priority. Ten 140 hour positions for afterschool tutoring. Nine 140 hour positions for summer school.</i>	<i>\$65,520</i>	<i>Less than 1%</i>

II. Salary Schedule (Required Section)

1. Please include below or attach a copy of the district's proposed 2014-15 salary schedule. Attached
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? As funding is appropriated the committee will look to allocate the funding both scenarios of 1) applied across-the-board and 2) allocated towards differentiated pay.

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. In the Teacher Mentoring Program level 4 or 5 teachers who have been trained as mentors will be given priority to mentor any level 1 or 2 teachers identified through a viable and measureable data source such as teacher evaluations and assessment data. Level 4 or 5 teachers who have not been trained as mentor will be given the opportunity to participate in becoming a trained mentor. The mentor and the identified teacher in need will work together a minimum of 12 hours up to a maximum of 24 hours at a rate of \$20/hour.

Tutoring and Summer School

Level 5 and 4 teachers will be given first right of refusal to participate in tutoring and summer school. This program is geared toward high school and middle school students with efforts being placed on preparing the students with the skills needed to stay on track to graduate college or career ready.

2. Include a description of how the district engaged teachers or other stakeholders in the development of the differentiated pay plan.
The Hardin County Differentiated Pay Committee consisted of a representative of each school, a school level administrator, two district level administrators, and chief financial officer. The committee met over a couple of months and would go back to their schools and gather and share any thought and ideas with their faculty. A system wide survey was conducted using google forms to gather all school personnel's understanding of differentiated pay, bonus pay, and performance pay. Also questions were asked to gauge a teacher willingness to perform extra pay for additional responsibilities. This information was used to help guide the discussions and decisions of the committee.
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? We will look to expand the Differentiated Plan as funding is appropriated. We want to expand the category of extra roles and responsibilities to help alleviate teacher shortages in hard to staff areas by allowing level 5 or 4 teachers to teach extra classes.

**TENNESSEE DEPARTMENT OF EDUCATION
BASIC EDUCATION PROGRAM SALARY SCHEDULE
LICENSED INSTRUCTIONAL PERSONNEL
Effective July 1, 2014**

UNIT OF EXPERIENCE	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
DESCRIPTION OF TRAINING																					
<u>Advance Degree Above Masters</u>																					
<i>State Minimum</i>	30,420	33,835	33,835	33,835	33,835	33,835	37,450	37,450	37,450	37,450	37,450	41,310	41,310	41,310	41,310	41,310	41,310	41,310	41,310	41,310	41,310
Revised Salary	38,401	39,001	39,601	40,201	40,801	41,401	42,001	42,601	43,201	43,801	44,401	45,001	45,601	46,201	46,801	47,401	48,001	48,601	49,201	49,801	50,401
<u>MASTER</u>																					
<i>State Minimum</i>	30,420	33,835	33,835	33,835	33,835	33,835	37,450	37,450	37,450	37,450	37,450	41,310	41,310	41,310	41,310	41,310	41,310	41,310	41,310	41,310	41,310
Revised Salary	35,073	35,645	36,217	36,789	37,361	37,933	38,505	39,077	39,649	40,221	40,793	41,365	41,937	42,509	43,081	43,653	44,225	44,797	45,369	45,941	46,513
<u>BACHELOR</u>																					
<i>State Minimum</i>	30,420	30,990	30,990	30,990	30,990	30,990	33,610	33,610	33,610	33,610	33,610	37,005	37,005	37,005	37,005	37,005	37,005	37,005	37,005	37,005	37,005
Revised Salary	31,745	32,240	32,735	33,230	33,725	34,220	34,715	35,210	35,705	36,200	36,695	37,190	37,685	38,180	38,675	39,170	39,665	40,160	40,655	41,150	41,645

Footnotes:

Note 1: Teachers transitioning from the former State Salary Schedule with Local Supplements will be paid the greater of the existing Salary or the Salary for their corresponding Degree and Unit of Experience

Approved by the Hardin County Board of Education at its regular meeting on May 12, 2014