

Henderson County Differentiated Pay Plan Table

Differentiated Element	Description	Compensation Type and Size	Reach	Estimated Cost	Estimated Salary Expenditures
Performance	The district will incorporate a new salary schedule that uses evaluation criteria to determine an individual performance bonus.	Teachers who receive a 4 will awarded a bonus of \$300; 5-\$500. Those teachers receiving a 1 - 3, will not be awarded a bonus.	All teachers are eligible to receive the award. A copy of the complete eligibility rules is attached. Based on the 2012-2013 evaluation data, the district anticipates between 65% - 70% of certified staff will receive a bonus award.	The district anticipates the total cost to be \$87,000 based on the 2012-2013 evaluation data.	This award will make up less than 1.5% of the district's annual salary costs.
Additional Instructional Roles or Responsibilities	The district will further develop Teacher Leaders with the creation of Teacher Leadership roles.	The compensation for these positions will be determined based on each specific role and will not exceed \$1500.	The district goal will be a minimum of four to six per building depending on available funding with no more than 60 system-wide.	The distict will have no more than 60 positions available with a compensation of \$1500 each.	

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	Highly effective teachers (scores of 4 or 5) will have opportunities to participate in Teacher Leadership roles to provide additional instructional support at the school level.		The number of positions at each school building will vary depending on priority of support needed.	Total estimated cost will be \$90,000.	
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TEACHERS SALARY SCHEDULE FOR 2013-2014 SCHOOL YEAR

<u>EXPERIENCE</u>	<u>0</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>	<u>13</u>	<u>14</u>	<u>15</u>	<u>16</u>	<u>17</u>	<u>18</u>	<u>19</u>	<u>20</u>
BACHELOR	34723	35987	36236	36083	36609	37201	38287	38438	39082	39692	40218	41316	41696	42014	42278	43207	43265	43394	43448	43583	43649
MASTERS	37590	38437	38685	38984	39581	40244	41369	41581	42276	42915	43482	44598	44981	45378	45978	46640	46698	47112	47168	47987	48041
MASTERS+30	39833	41142	41379	41687	42262	42940	43616	44271	44952	45615	46212	46900	47436	48131	48700	49371	49426	49962	50017	50897	50952
EDS	41220	42503	42739	43065	43651	44286	44991	45678	46372	47281	47622	48528	48872	49816	50123	51130	51186	52085	52142	53062	53109
DOCTORATE	44002	45286	45525	45865	46511	47132	47865	48776	50228	51303	51542	52635	52900	54030	54267	55414	55443	56440	56495	57523	57580