

Knox County Schools
Differentiated Pay Plan
2014-15 School Year

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)	KCS will offer a signing bonus in the hard to staff subject areas of World Languages, Advanced Mathematics, Chemistry, Physics, and student support areas of Special Education, English as a Second Language, and Media Specialist.	The \$3,000.00 award is given in November as a bonus. Teachers, who leave before the end of the school year, must repay \$2,500 to the district. If they leave at before the end of year two, they owe 2,000.00 or before the end of year three, they must repay \$1,000.00.	Approximately 90 teachers will benefit from the signing bonuses.	\$270,000.00	Less than 1%

	A larger signing bonus will be offered to teachers who have student growth scores at above or significantly above expectations and agree to a three year contract teaching in an area of need in a one of 14 high need schools.	Newly employed Teachers or currently employed teachers agreeing to move to one of the identified 14 of the 18 high need TAP schools will be offered a signing bonus of \$12,000 to commit to work in the school for three years.	An estimated 68 teachers will receive the TAP school signing bonus.	\$816,000.00	Grant funded Less than 1%
	A retention bonus will be offered to teachers returning for their second year in KCS's three priority schools.	Teachers who return their second year in the three priority schools will receive an additional \$3,000.00 retention bonus.	All second year teachers in the three priority schools. We are projecting 68.	\$204,000.00	Less than 1%
Performance	Teachers, assistant principals and principals in 18 hard to staff schools identified as TAP schools will have the opportunity to earn performance incentives with 50% of the award based on teacher evaluations, 30% based on individual growth scores, and 20 % based on school wide learning gains.	TAP performance pay will be a bonus payout in the 18 TAP schools and will range from \$0 to \$6,000.00 for teachers and assistant principals. Principals will range from \$0 to \$10,000.00.	Approximately 850 teachers and 63 administrators who are in a TAP School are eligible to receive the TAP Bonus.	\$2,447,500.00	Less than 1%

	Teachers, assistant principals, and principals in all non-TAP schools will have the opportunity to earn performance bonuses. The teacher criteria is based on 70% student growth and observation scores, 20% teacher leadership, and 10% for effective teaching in high needs schools with an emphasis on teacher stability. The administrator criteria is based on 70% student growth and observation scores, 20% effective instruction and student success, and 10% recognition of school administrators maintaining stable, effective leadership in high-needs schools.	Through APEX we will also provide a bonus pay out in all non-TAP schools of \$1,500.00 or 2,500.00 based on the performance of the teacher or principal.	Approximately 3,500 teachers and 200 administrators who are not in a TAP school are eligible to receive either APEX performance bonuses. Approximately 55% are projected to earn the performance bonus.	\$3,000,000.00	Approximately 1%
Additional Instructional Roles or Responsibilities	Instructional Coaches (Numeracy, Literacy, Gifted Talented and TPaCK Coaches) All appropriately professionally licensed teachers may pursue these positions. Teachers selected will have performance scores at above expectations or significantly above expectations.	Base salary compensation for the role will average \$55,000.00.	There will be 135 instructional coaches for 2014-15 school year.	General Purpose \$3,000,000.00 Federal Grants \$4,500,000.00	Approximately 1% of general purpose budget

	TAP Master Teachers All appropriately professionally licensed teachers may pursue these positions. Teachers selected will have performance scores at above expectations or significantly above expectations.	Base salary compensation for the role will average \$56,004.00.	There will be 55 Master Teachers for the 2014-15 school year.	General Purpose \$1,857,000.00 Federal Grants \$1,390,857.00	Less than 1% of general purpose budget
	TAP Mentor Teachers All appropriately professionally licensed teachers may pursue these positions. Teachers selected will have performance scores at above expectations or significantly above expectations.	\$4,000 per mentor teacher	There will be 102 mentor teachers for the 2014-15 school year.	General Purpose \$76,000.00 Federal Grants \$332,000.00	Less than 1% of general purpose budget

	Lead Teachers All appropriately professionally licensed teachers may pursue these positions. Teachers selected will have performance scores at above expectations or significantly above expectations.	\$2500 per position	There will be 250 lead teachers for the 2014-15 school year.	\$625,000.00	Less than 1%
Education	The district will continue to offer a 5 lane salary schedule (Bachelor-Doctorate) as shown in the attached 2014-15 salary schedule.	Teachers will see on average salary increase of approximately \$2,300 increase when moving up one lane.	Approximately 4,700 educators are eligible with 112 completing a higher degree.	\$428,000.00	Less than 1%
Experience	The district will continue to award step increases for each year of experience through 21 years.	Each teacher will earn an annual step increase for each year through 21 years of experience.	Approximately 3727 teachers with less than 21 years of experience are eligible and will receive a step increase.	\$2,932,000.00	Approximately 1%

II. Salary Schedule

1. Please find the Knox County Schools Salary Schedule attached to this document.
2. Any future state funding increases (i.e., FY13 1.5% increase in the BEP instructional component) will be applied in combination across-the-board and allocated towards differentiated pay.