



## 2014-15 Differentiated Pay Plan Submission Template

In June 2013, the State Board of Education passed a revised set of guidelines pursuant to Tenn. Code Ann. §49-3-306(h), which requires districts to create and implement differentiated pay plans. The intent of the differentiated pay plans is to give local control to districts in regard to salary schedule, and to create another lever for districts to attract and retain teachers based on a flexible set of potential criteria. A complete copy of the policy can be found [here](#).

### Structure of this Document

The document includes two required sections where districts will describe their proposed 2014-15 differentiated pay plans and salary schedules. An optional section is also included on stakeholder engagement and eligibility. Finally, districts that choose to propose an [alternative salary schedule](#) as their differentiated pay plan, or part of their plan, will need to complete a short [addendum](#). A list of the common differentiated pay terms used throughout this document can be found in [Appendix A](#).

### Timeline

The department has created a flexible timeline for differentiated pay plan submission to better meet the various deadlines of each district's local school board and budget processes. The table below outlines this timeline:

| General Differentiated Pay Plan Submission Timeline                  |                                                                                                            |
|----------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------|
| Prior to submission                                                  | Local school boards are informed of and/or approve differentiated pay plans that will be submitted to TDOE |
| Jan. 2, 2014                                                         | TDOE begins accepting differentiated pay plan submissions                                                  |
| Ongoing                                                              | Districts submit differentiated pay plans to TDOE                                                          |
| Three weeks after date of submission                                 | TDOE communicates approval decision to school districts                                                    |
| Following TDOE approval notification but no later than June 30, 2014 | Local school boards approve final differentiated pay plans and any associated budget items                 |

For those districts that choose to implement an [alternative salary schedule](#) as their differentiated pay plan (see page 5 for more detailed information on this option) the following timeline will be used in order to meet the necessary State Board of Education (SBE) deadlines.

| Alternative Salary Schedule Submission Timeline |                                                                                                    |
|-------------------------------------------------|----------------------------------------------------------------------------------------------------|
| Prior to submission                             | Local school boards are informed of the alternative salary schedule that will be submitted to TDOE |
| Jan. 2, 2014                                    | TDOE begins accepting differentiated pay plan submissions                                          |
| Jan. 31, 2014                                   | Districts submit alternative salary schedules to TDOE                                              |
| By Feb. 21, 2014                                | TDOE communicates approval decision of the alternative salary schedule to school districts         |
| By March 8, 2014                                | Local school boards approve the alternative salary schedule                                        |
| March 8, 2014                                   | TDOE submits alternative salary schedule documents to the SBE                                      |
| April 18, 2014                                  | SBE Meeting                                                                                        |

All differentiated pay plans and alternative salary schedules should be submitted to [Laura.Encalade@tn.gov](mailto:Laura.Encalade@tn.gov). The department also plans to post the final differentiated pay plans on its website.

Note that while the differentiated pay plan must be implemented in the 2014-15 school year, the first payouts from those plans could occur, particularly for those plans which include performance related criteria, at the completion of the 2014-15 school year when all relevant student achievement data is available. Following the 2014-15 school year, the department will collect evidence of implementation, including information regarding the number of awards that were paid out.

Contact Laura Encalade at [Laura.Encalade@tn.gov](mailto:Laura.Encalade@tn.gov) or (615) 253-2119 for additional questions or guidance on creating your differentiated pay plan or on the submission and approval processes.

## 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                                                                           |
|--------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------|
|                                                  | <p><i>Describe how the district will differentiate for this element.</i></p> <p><i>Include the criteria for receiving the award.</i></p>                                                                                                           | <p><i>Will the compensation be given as a bonus or a base pay increase?</i></p> <p><i>How much will qualifying teachers receive?</i></p>                                                                                                                                           | <p><i>Eligibility: How many teachers are eligible for this type of compensation?</i></p> <p><i>Forecasted participation: How many teachers do you estimate will receive the award?</i></p>                                  | <p><i>How much does the district estimate it will pay out for this differentiated pay element?</i></p>                                                            | <p><i>What percentage of salary expenditures (excluding benefit costs) does this element cover?</i></p> |
| Hard-to-Staff<br>(School, Subject, or Placement) |                                                                                                                                                                                                                                                    |                                                                                                                                                                                                                                                                                    |                                                                                                                                                                                                                             |                                                                                                                                                                   |                                                                                                         |
| Performance                                      | <p><i>The district participates in a TIF grant. Certified middle school teachers and administrators can earn a bonus award based on individual or school-level TVAAS data. Other criteria such as date of hire and attendance must be met.</i></p> | <p><i>The compensation will be given as a bonus. Tested teachers with individual TVAAS :</i></p> <p><i>Level 4-\$1,500</i></p> <p><i>Level 5-\$3,000</i></p> <p><i>Non-tested teachers:</i></p> <p><i>School-wide TVAAS Level 4 or 5-\$1,500</i></p> <p><i>Administrators:</i></p> | <p><i>There are 77 certified middle school teachers and 5 administrators eligible for TIF.</i></p> <p><i>A ballpark estimation based on a slight increase from last year would be 44 teachers and 5 administrators.</i></p> | <p><i>The total payout will be determined based on the number of teachers and administrators meeting all of the criteria.</i></p> <p><i>A ballpark payout</i></p> | <p><i>This represents .68% of the total certified salaries.</i></p>                                     |

|                                                                       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |                                                                                                                                                                                                                                           |                                                                                                                                          |                                                                                                                    |                                                                                       |
|-----------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|
|                                                                       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | <i>School-wide TVAAS<br/>Level 4-\$1,500<br/>Level 5-\$3,000</i>                                                                                                                                                                          |                                                                                                                                          | <i>estimation based<br/>on 44 teachers<br/>and 5<br/>administrators<br/>would be<br/>\$97,000.</i>                 |                                                                                       |
| <b>Additional<br/>Instructional<br/>Roles or<br/>Responsibilities</b> | <i>The district will pay<br/>supplements for the following<br/>additional instructional roles:</i> <ul style="list-style-type: none"> <li><i>Learning Leaders</i></li> <li><i>Team/PLC leaders</i></li> <li><i>Instructional Coaches<br/>(TIGER and TAP)</i></li> <li><i>Vertical Team Leaders</i></li> <li><i>STEM Leaders</i></li> </ul> <i>The building principals will be<br/>responsible for assigning the<br/>teachers to these positions<br/>within each school.</i> | <i>The compensation will be<br/>given as a bonus.</i><br><br><i>Learning Leaders-6@\$500<br/>Team/PLC leaders-38@\$350<br/>TIGER/TAP Coaches-62@200<br/>Vertical Team Leader-10 per<br/>school/5mtgs @ \$25<br/>STEM Leaders-2 @\$200</i> | <i>Learning Leader-6<br/>Team/PLC Leaders-38<br/>TIGER Coaches-24<br/>TAP Coaches-38<br/>Vertical Team Leaders-60<br/>STEM Leaders-2</i> | <i>LL-\$3000<br/>Team/PLC-<br/>\$13,300<br/>TIGER/TAP<br/>Coaches-\$12,400<br/>Vertical-\$7,500<br/>STEM-\$400</i> | <i>This represents<br/>.25% of the<br/>total certified<br/>salaries.</i>              |
| <b>Education</b>                                                      | <i>The district will continue to<br/>award step increases for each<br/>year of experience. The<br/>attached salary schedule<br/>contains amounts for 2013-<br/>2014. 2014-2015 amounts are<br/>yet to be determined.</i>                                                                                                                                                                                                                                                    | <i>Each teacher will be paid<br/>according to the<br/>documentation on record.</i>                                                                                                                                                        | <i>All teachers are eligible.</i>                                                                                                        | <i>The estimated<br/>salary cost of this<br/>element is<br/>\$45,000.</i>                                          | <i>This will<br/>comprise about<br/>.31% of district<br/>salary<br/>expenditures.</i> |
| <b>Experience</b>                                                     | <i>The district will continue to<br/>award step increases for each<br/>year of experience. The<br/>attached salary schedule<br/>contains amounts for 2013-<br/>2014. 2014-2015 amounts are<br/>yet to be determined.</i>                                                                                                                                                                                                                                                    | <i>Each teacher will earn a<br/>yearly step increase for years<br/>of experience.</i>                                                                                                                                                     | <i>All teachers are eligible.</i>                                                                                                        | <i>The estimated<br/>salary cost of this<br/>element is<br/>\$98,000.</i>                                          | <i>This will<br/>comprise about<br/>.69% of district<br/>salary<br/>expenditures.</i> |
| <b>Other</b>                                                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |                                                                                                                                                                                                                                           |                                                                                                                                          |                                                                                                                    |                                                                                       |

## II. Salary Schedule (Required Section)

1. Please include below or attach a copy of the district's proposed 2014-15 salary schedule.  
**A copy of the 2013-2014 salary schedule is attached. The 2014-2015 structure will not change but may increase based upon available funds.**
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?  
**We plan to utilize any future state funding increases as a combination of both, applied across the board and 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.
2. Include a description of how the district engaged teachers or other stakeholders in the development of the differentiated pay plan.
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?

| TENNESSEE DEPARTMENT OF EDUCATION<br>LEBANON SPECIAL SCHOOL DISTRICT<br>LICENSED INSTRUCTIONAL PERSONNEL<br>2013-2014 SALARY SCHEDULE |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |
|---------------------------------------------------------------------------------------------------------------------------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| YEARS 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                                                                                                               |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |
| <b>DOCTORATE</b>                                                                                                                      |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |
| STATE MINIMUM SALARY                                                                                                                  | 40,785 | 41,370 | 41,370 | 42,060 | 42,940 | 43,830 | 45,030 | 45,985 | 47,385 | 48,410 | 48,590 | 49,625 | 49,835 | 50,905 | 51,090 | 52,190 | 52,190 | 53,130 | 53,130 | 54,105 | 54,105 |
| LSSD SALARY                                                                                                                           | 46,779 | 47,911 | 48,285 | 48,380 | 49,483 | 50,802 | 51,526 | 51,992 | 53,756 | 54,386 | 55,387 | 56,004 | 56,529 | 57,027 | 57,497 | 57,660 | 60,142 | 61,181 | 61,585 | 62,090 | 65,400 |
| <b>EDUCATION SPECIALIST</b>                                                                                                           |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |
| STATE MINIMUM SALARY                                                                                                                  | 37,525 | 38,105 | 38,105 | 38,725 | 39,510 | 40,340 | 41,440 | 42,330 | 43,595 | 44,540 | 44,720 | 45,680 | 45,875 | 46,855 | 47,045 | 48,060 | 48,060 | 48,910 | 48,910 | 49,775 | 49,775 |
| LSSD SALARY                                                                                                                           | 45,098 | 46,580 | 46,956 | 47,050 | 48,103 | 49,448 | 50,175 | 50,684 | 51,460 | 51,937 | 52,429 | 54,702 | 55,235 | 55,714 | 56,235 | 56,947 | 58,853 | 59,304 | 59,629 | 60,133 | 62,885 |
| <b>MASTER'S + 30 SEMESTER HOURS</b>                                                                                                   |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |
| STATE MINIMUM SALARY                                                                                                                  | 36,050 | 36,640 | 36,640 | 37,215 | 37,955 | 38,775 | 39,815 | 40,655 | 41,850 | 42,750 | 42,945 | 43,875 | 44,040 | 44,995 | 45,180 | 46,140 | 46,140 | 46,945 | 46,945 | 47,770 | 47,770 |
| LSSD SALARY                                                                                                                           | 43,526 | 45,001 | 45,366 | 45,454 | 46,466 | 47,572 | 48,608 | 49,085 | 49,822 | 50,299 | 50,792 | 52,905 | 53,573 | 54,194 | 54,695 | 55,271 | 57,114 | 57,493 | 57,650 | 58,134 | 60,974 |
| <b>MASTER</b>                                                                                                                         |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |
| STATE MINIMUM SALARY                                                                                                                  | 33,835 | 34,430 | 34,430 | 34,975 | 35,690 | 36,465 | 37,450 | 38,265 | 39,400 | 40,245 | 40,430 | 41,310 | 41,480 | 42,385 | 42,590 | 43,500 | 43,500 | 44,260 | 44,260 | 45,025 | 45,025 |
| LSSD SALARY                                                                                                                           | 41,029 | 42,493 | 42,842 | 42,939 | 43,947 | 45,223 | 45,885 | 46,380 | 47,046 | 47,503 | 47,965 | 50,029 | 50,490 | 51,012 | 51,522 | 52,224 | 53,958 | 54,209 | 54,531 | 54,850 | 57,541 |
| <b>BACHELOR</b>                                                                                                                       |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |
| STATE MINIMUM SALARY                                                                                                                  | 30,420 | 30,990 | 30,990 | 31,475 | 32,080 | 32,750 | 33,610 | 34,315 | 35,320 | 36,065 | 36,220 | 37,005 | 37,170 | 37,950 | 38,125 | 38,940 | 38,940 | 39,590 | 39,590 | 40,255 | 40,255 |
| LSSD SALARY                                                                                                                           | 38,441 | 39,853 | 40,176 | 40,254 | 41,174 | 42,185 | 42,786 | 43,226 | 43,826 | 44,241 | 44,663 | 46,619 | 47,067 | 47,490 | 47,946 | 48,610 | 50,173 | 50,302 | 50,616 | 50,937 | 54,033 |
| AN INSURANCE SUPPLEMENT OF \$2458 IS INCLUDED IN THE LSSD SALARY.                                                                     |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |