

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)	The district will offer a signing bonus and retention bonus in areas deemed hard-to-staff by the Director of Schools.	The award will be given as a two-part bonus. \$2,000 at the time of signing and an additional \$2,000 at the end of the first and second school year when evidence of a TEAM evaluation composite score of 3 or higher is attained.	This award will be available to new teachers to the district and teachers currently holding hard-to-staff positions scoring a 3 or higher on the TEAM evaluation composite score. The district has seen Chemistry, Physics and Secondary Math as hard to staff areas in the past depending on the year. The district currently employs 10 secondary Math teachers, 3	The total for this current year would have been \$12,000 (3 teachers at \$4,000) since Chemistry would have been deemed hard-to-staff. Potentially if all three areas were deemed hard-to staff the estimated total	This award will comprise less than 1% of the district's annual salary costs.

			Chemistry teachers and 1 Physics teacher.	could be \$56,000 (14 teachers at \$4,000)	
Performance					
Additional Instructional Roles or Responsibilities	The district will strengthen its instructional coaching by providing a bonus to teachers in this role. These roles are filled through a selection and interview process of highly effective teachers.	The award will be given yearly in the form of a \$4,000 - \$6,000 stipend.	All instructional coaches would receive a \$4,000 stipend and any instructional coach receiving a 5 on their TEAM composite evaluation score would receive an additional \$2,000 stipend. There are currently 3 instructional coaches and we are projected to add one more next year for a potential total of 4.	The maximum estimated cost of these awards is \$24,000.	This award will comprise less than 1% of the district's annual salary costs.
Education	The district will include Bachelor's, Master's, Master's+30, Educational Specialist's and Educational Doctorate's for eligible base pay compensation as shown in the attached 2014-15 salary schedule.	Each teacher will earn the salary according to their educational degree attainment.	All teachers are eligible.	The average increase for each additional degree is \$2,680. The estimated total cost is \$1,300,000	This education payment makes up 8.1% of the district's expenditures on salary.
Experience	The district will continue to award step increases for each year of experience. The attached salary schedule contains proposed amounts.	Each teacher will earn a yearly step increase for years of experience.	All teachers are eligible.	The average step increase in the district is \$600 per year. The estimated cost is \$240,000.	This experience payment makes up 1.5% of the district's expenditures on salary.
Other					

II. Salary Schedule (Required Section)

1. Please include below or attach a copy of the district's proposed 2014-15 salary schedule.

Salary Schedule is attached.

III. Eligibility and Stakeholder Engagement (Optional Section)

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.

Hard-to-staff subject areas will be designated yearly by the Director of School based on need. The criteria for this designation will be dependent upon whether any highly effective teachers submit application for posted positions in a timely manner.

Instructional coach job description is attached.

2. Include a description of how the district engaged teachers or other stakeholders in the development of the differentiated pay plan.

The Director and Assistant Director of Schools held faculty meetings at every school site to explain the differentiated pay plan and answer any teacher questions. The differentiated pay plan was also discussed at a school board workshop open to the public.

LOUDON COUNTY SCHOOLS
2013-2014
Teacher Salary Schedule

YRS/EXP	B.S.	M.S.	M.S. +30	ED.S.	ED.D.
0	\$35,202	\$37,882	\$40,561	\$43,240	\$45,919
1	\$35,202	\$37,882	\$40,561	\$43,240	\$45,919
2	\$35,802	\$38,482	\$41,161	\$43,840	\$46,519
3	\$36,403	\$39,082	\$41,761	\$44,440	\$47,119
4	\$37,003	\$39,682	\$42,361	\$45,040	\$47,719
5	\$37,603	\$40,282	\$42,961	\$45,640	\$48,319
6	\$38,204	\$40,883	\$43,562	\$46,241	\$48,920
7	\$38,803	\$41,482	\$44,161	\$46,840	\$49,519
8	\$39,404	\$42,083	\$44,762	\$47,441	\$50,120
9	\$40,003	\$42,682	\$45,361	\$48,040	\$50,719
10	\$40,604	\$43,283	\$45,962	\$48,641	\$51,320
11	\$41,204	\$43,883	\$46,562	\$49,241	\$51,920
12	\$41,804	\$44,483	\$47,162	\$49,841	\$52,520
13	\$42,404	\$45,083	\$47,762	\$50,441	\$53,120
14	\$43,004	\$45,683	\$48,362	\$51,041	\$53,720
15	\$43,604	\$46,283	\$48,962	\$51,641	\$54,319
16	\$44,205	\$46,884	\$49,563	\$52,242	\$54,919
17	\$44,804	\$47,483	\$50,162	\$52,841	\$55,520
18	\$45,404	\$48,083	\$50,763	\$53,442	\$56,121
19	\$46,004	\$48,683	\$51,362	\$54,041	\$56,720
20	\$46,604	\$49,283	\$51,962	\$54,642	\$57,321
21	\$47,205	\$49,884	\$52,563	\$55,242	\$57,921
22	\$47,804	\$50,483	\$53,162	\$55,841	\$58,522
23	\$48,405	\$51,084	\$53,763	\$56,443	\$59,122
24	\$49,004	\$51,683	\$54,362	\$57,042	\$59,721
25	\$49,605	\$52,284	\$54,964	\$57,643	\$60,322
26+	\$50,701	\$53,407	\$56,113	\$58,819	\$61,525

One Step and 3% over SY 2012-2013

POSITION**INSTRUCTIONAL COACH****QUALIFICATIONS**

1. Holding a proper, accredited academic degree for the position as required by State law and/or Loudon County Board of Education Policy;
2. Minimum of three years teaching experience;
3. Ability to communicate effectively with youth and adults;
4. Ability to analyze, develop, implement, and track intervention plans and strategies;
5. Ability to work with innovative instructional technology programs and equipment;
6. Ability to analyze and disaggregate student academic data and determine strengths and weaknesses.

JOB GOAL (S)

The Instructional Coach will support teachers in the implementation of research-based instructional strategies. The Coach will work directly with teachers in school to provide classroom demonstrations in rigorous standards-based teaching. He/she will provide collaborative and one-on-one instructional coaching and will facilitate teacher inquiry and related professional development. The Coach will work with administrators and teachers to align their work with district priorities. He/she will lead data sessions that look at both formative and summative assessment results and suggest and monitor intervention strategies and materials for struggling students. The coach will focus on enhancing teachers' abilities to provide instruction that builds students' understanding of content knowledge and its application, is academically rigorous, addresses the curriculum standards and enhances students' engagement and ownership of their learning. In addition, as a member of a professional coaching community, the Instructional Coach will participate in professional development and inquiry into his or her own practice.

ESSENTIAL FUNCTIONS

1. Assists in the development, implementation, and evaluation of the school's strategic improvement plan;
2. Ensures that the school's strategic improvement plan supports the goals, objectives, and strategies of the district's Tennessee Consolidated System Plan;
3. Ensures that the state and district content standards are the foundation of instruction in all content areas;
4. Works with teachers to develop grade-level syllabi;
5. Works with teachers in the development of daily, weekly, and unit lesson plans;
6. Works with teachers in assessing problem areas in curriculum and instruction and in finding and implementing appropriate solutions;
7. Introduces teachers to new methods, materials, and instructional strategies that, through research, have proven to increase student achievement;

8. Coordinates and conducts staff development on the school and district levels;
9. Models best instructional practices through actual classroom demonstrations;
10. Makes informal classroom observations and provides immediate feedback for the purpose of instructional support and program improvement (not evaluation);
11. Uses technology to disaggregate test data to inform and grade curricular and instructional program improvement on a school, class, and individual student level;
12. Assists teachers in incorporating the use of technology into the instructional program;
13. Assists teachers in developing sound, defensible procedures for assessing student progress and for reporting that progress to students and parents in a timely manner;
14. Periodically reviews the implementation of assessment procedures and assures that the state's Uniform Grading Policy is implemented;
15. Works collaboratively and communicates effectively with administrators, teachers, media specialists, guidance counselors and other school staff to strengthen all aspects of the instructional program;
16. Works collaboratively and communicates effectively with district-level curriculum consultants and program coordinators to ensure rigorous, relevant curricula and instructional practices that will increase student achievement;
17. Works collaboratively and communicates effectively with middle and high feeder schools to strengthen vertical articulation and to create a seamless K-12 instructional program;
18. Facilitate training and coaching in instructional strategies, differentiation, classroom management, effective instruction, data driven instruction.

General Requirements

The above statements are intended to describe the general nature and level of work being performed by people assigned to this position. They are not intended to be a complete list of responsibilities, duties, and skills required of personnel so assigned.

Board Meeting Minutes March 4, 2014

(Meeting held on March 4, 2014 due to February 13, 2014 meeting being cancelled due to inclement weather)

Board Members Present: Buckles, Newman, Tate, Simon, Johnson, Moffett, Ubben, Ridings, Jenkins

Board Members Absent: Best

Staff Present: Vance, K. Malone, Garren, Hankinson, Ratledge, K. Proaps, M. Amburn, J. Malone, Fuhrmeister

Principals/Vice Principals Present: MacKintosh, Casteel, Warren, Clinton, Feezell, Parrish

Meeting called to order by: Chairman Johnson

Pledge & Prayer by: Director Vance

Motion by Simon to add "AED (Automatic External Defibrillator) Policy" below Item XII (12) Director Evaluation Tool and approve the agenda

2nd by Jenkins

All Ayes

Motion Passed

Greenback School Representative, Devin Plemons, addressed and updated the board and public about the latest happenings at Greenback School.

Loudon High School Representative, Alli Montooth, addressed and updated the board and public about the latest happenings at Loudon High School.

Eaton Elementary School presented on their 4th grade (Ms. Karczewski) class project for Digital Day of Learning was to create a newspaper based on a well-known fairytale. Students created news stories from other character's points of view, ads, and coupons for the newspapers. The small collaborative groups formatted their work using Power Point and the Internet.

Chairman Johnson recognized visitors that wish to speak about any items on the agenda.

Visitor: Pat Hunter addressed the board by saying she would like to speak on item VII, letter C regarding Counselor Cagle to speak with Counselor Bowman. She stated she feels the roof at Loudon County Technology Center should have been fixed by now. She does not feel we should take \$400K to renovate the building for administrative offices. She stated that Loudon is the county seat and if the Central Office moves to Lenoir City, it's going to be hardship for many. She stated the county should be looking at the children's needs and not the needs of the politicians.

Motion by Ubben to approve the January 9, 2014 Board Meeting Minutes.

2nd by Simon

All Ayes

Motion Passed

Dr. Best, TLN Representative was absent for this meeting. Dr. Ubben stated he hopes the board will take time at the retreat to discuss the bills and items that TSBA have recently sent out.

Motion by Simon to approve the Consent Agenda (Cancellation of March 2014 Board Workshop and Meeting, Coach Approvals; Dustin Langley-LHS Baseball Assistant Coach, Marty Fritts-NMS Baseball Assistant Coach, Mike Hickman-NMS Baseball Assistant Coach and Krista Dyer-GBS Softball Assistant Coach, and Counselor Cagle to speak to Counselor Bowman)

2nd by Tate

All Ayes

Motion Passed

Mr. Sam Moser (Main Street Architects) presented a draft blueprint for the Greenback and Loudon High School field house. Discussion between board and Mr. Moser regarding the needs, location and details for each field house.

Motion by Simon to approve the 141 Budget Amendments.

2nd by Jenkins

Roll Call Vote

Ayes: Buckles, Newman, Tate, Simon, Johnson, Moffett, Ubben, Ridings, Jenkins

(Best absent)

Motion Passed

Motion by Simon to approve the 142 Budget Amendments.

2nd by Jenkins

Roll Call Vote

Ayes: Newman, Tate, Simon, Johnson, Moffett, Ubben, Ridings, Jenkins, Buckles

(Best absent)

Motion Passed

Director Vance stated it would be his recommendation to go forward with the Strategic Compensation Plan that has been presented to the board and the state (for review). Director Vance also stated it's not urgent that we approve this right now, however the state is expecting our board of education to turn the proposed plan soon.

Discussion between board members regarding the urgency and details of the Strategic Compensation Plan.

Motion by Newman to approve the Strategic Compensation Plan that has been presented to the board.

2nd by Jenkins

Roll Call Vote

Ayes: Tate, Simon, Johnson, Moffett, Ubben, Ridings, Jenkins, Buckles, Newman

(Best absent)

Motion Passed

Director Vance stated that included in everyone's packet is the Director Evaluation form. He asked each board member, if they haven't already done so, to turn it into Mrs. Kala Malone so we can have all of the evaluations complete for the board retreat.

Director Vance stated he would recommend the board accept the Automatic External Defibrillator (AED) policy (copy included in packet). He apologized for not taking this through the policy committee, however he feels this is something that needs to be approved as soon as possible.

Motion by Simon to approve the acceptance of the Automatic External Defibrillator (AED) policy.

2nd by Jenkins

All Ayes

(Best absent)

Motion Passed

Director Vance stated that he has spoken with Mr. Richard Anklin over the past few weeks regarding the Board of Education's Phase I and II plans. Director Vance asked Mr. Richard Anklin to speak to the board.

Mr. Richard Anklin stated, having attended your, and the County Commissioner's, meetings these past few months I came away very concerned that your Teams are not hearing each other very well. Thus, if you'll permit me - I have taken the liberty of re-writing your Capital Projects Consideration sheet into something I believe would be favorably accepted by the Commissioners. I am only offering up this re-write as my suggestion to you all because I do have 30+ years, with Ford Motor Company, in writing and having obtained approvals on numerous capital projects. The costs shown may need some minor tweaking on your part but, they do represent realistic amounts and most importantly where the Funds should/could come from. My proposed re-write would demonstrate to the Commissioners that you

recognize that your Team has "skin-in-the-game" as well. You at times have indicated this to be true, so why not present them with the figures you would/could support? I am not trying to tell you all how you should be doing your presentations but rather, I am willing to help you get over these hurdles of miss-communication(s). (Copy of attachment enclosed)

Motion by Jenkins to adjourn

2nd by Simon

All Ayes

Meeting Adjourned

Bobby Johnson, Jr., Chairman

Jason Vance, Director