

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	<i>The new Millington Municipal School District will implement a Leadership Team to meet monthly with the Director of Schools and district-wide personnel to analyze district instructional data and plan a strategic compensation</i>	<i>The compensation of \$1,000. will be paid as a bonus to each teacher at the end of the year with the completion of the Strategic Compensation Plan for 2015-2016. Teachers must have participated in at least 80%</i>	<i>Eight teachers in the district. Two from each school.</i>	<i>\$8,000. Not including benefits</i>	<i>Less than 1%</i>

	<i>package for 2015-16 that addresses those needs. Compensated members of this team must have a 3 or higher evaluation composite. Two teachers from each school will be selected to participate. One to be selected by the principal and one to be elected by the teachers.</i>	<i>of the monthly meetings to receive the bonus.</i>			
Education					
Experience					
Other					

II. Salary Schedule (Required Section)

1. Please include below or attach a copy of the district's proposed 2014-15 salary schedule.
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? **Any increase in the BEP instructional component will be applied across-the-board.**

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?

MILLINGTON MUNICIPAL SCHOOLS

Teacher Salary Schedule

2014-2015

Shelby County Schools Experience: 0-1 Year

STEP	BACHELOR'S DEGREE
	ANNUAL
0	\$42,343
1	\$43,206
2	\$44,258
3	\$45,241
4	\$46,160
5	\$46,975
6	\$48,127
7	\$48,717
8	\$49,677
9	\$50,133
10	\$51,137
11	\$52,527
12	\$53,791
13	\$55,074
14	\$56,272
15	\$57,559
16	\$58,133
17	\$58,709
18	\$59,517

Effective 07/01/2014

**MILLINGTON MUNICIPAL SCHOOLS
TEACHER SALARY SCHEDULE
2014-2015**

Shelby County Schools Experience: 2+ Years of Service

STEP	BACHELOR'S DEGREE	MASTER'S DEGREE	MA+45 DEGREE	ED.S DEGREE	DOCTORATE DEGREE
	ANNUAL	ANNUAL	ANNUAL	ANNUAL	ANNUAL
0	\$42,343	\$45,778	\$49,328	\$50,023	\$51,862
1	\$43,206	\$46,845	\$50,568	\$51,273	\$53,046
2	\$44,258	\$47,873	\$51,748	\$52,450	\$54,224
3	\$45,241	\$48,860	\$52,903	\$53,608	\$55,377
4	\$46,160	\$49,863	\$54,168	\$54,876	\$56,702
5	\$46,975	\$50,717	\$55,168	\$55,843	\$57,696
6	\$48,127	\$51,940	\$56,584	\$57,267	\$59,117
7	\$48,717	\$52,566	\$57,532	\$58,247	\$60,023
8	\$49,677	\$53,613	\$58,665	\$59,400	\$61,153
9	\$50,133	\$54,111	\$59,377	\$60,100	\$62,293
10	\$51,137	\$55,203	\$60,596	\$61,292	\$63,102
11	\$52,527	\$56,679	\$62,417	\$63,079	\$64,935
12	\$53,791	\$57,939	\$63,787	\$64,519	\$66,281
13	\$55,074	\$59,182	\$65,304	\$65,995	\$67,852
14	\$56,272	\$60,512	\$66,656	\$67,389	\$69,140
15	\$57,559	\$61,730	\$68,130	\$68,852	\$70,646
16	\$58,133	\$62,305	\$68,705	\$69,427	\$71,222
17	\$58,709	\$62,881	\$69,280	\$70,002	\$71,796
18	\$59,517	\$63,775	\$70,304	\$71,041	\$72,870

Effective 7/01/2014