



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

I. Description of Differentiated Elements (Required Section)

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)	<i>Compensation for difficult to staff subjects as deemed by local school board. (Will only affect vacant positions.)</i>	<i>Compensation will be given as a base pay increase.</i>	<i>This will vary depending on the turnover of teachers in various subjects.</i>	<i>\$5,000-\$10,000 initially</i>	<i>Less than 5%</i>
Additional Instructional Roles or Responsibilities	<i>Lead teachers will receive additional compensation.</i>	<i>Compensation will be given as a stipend/supplement to their salary. Teachers will receive \$1,000</i>	<i>All teachers with an overall evaluation of 3 will be eligible to be selected as lead teachers. As many as 15 teachers will be selected.</i>	<i>\$15,000</i>	<i>Less than 5%</i>
Education	<i>Based on level of degree.</i>	<i>Base pay increase.</i>	<i>All teachers/administrators</i>	<i>See Salary Schedule</i>	
Experience	<i>Per year of experience.</i>	<i>Base pay increase.</i>	<i>All teachers/administrators</i>	<i>See Salary Schedule</i>	
Other	<i>Teacher Attendance Bonus</i>	<i>Bonus</i>	<i>All teachers with a score of 3 or more on the qualitative portion of the TEAM Evaluation model are eligible. 20 teachers.</i>	<i>\$10,000</i>	<i>Less than 5%</i>

Moore County Differentiated Pay Plan

Draft Document

The core elements of a plan for Moore County are listed below. There may be other items added in terms of communication, eligibility and funding.

Goals

- ✧ To offer more competitive salaries to teachers in difficult to fill positions.
- ✧ To supplement the salaries for teachers assigned to additional roles and responsibilities to improve instructional capacity within the schools.
- ✧ To improve teacher attendance rates through additional compensation based on attendance rate.

Hard to Staff Areas

1. The Moore County Board of Education will designate vacant teaching positions as “difficult to fill” at the recommendation of the Director of Schools.
2. The Director of Schools is authorized to pay a salary up to 5 levels above the years of experience of a certified teacher and/or one category above that required by the teacher’s degree in positions designated as “difficult to fill”.
3. The teacher’s salary will remain at this level until their years of experience allow them to exceed the amount at which time the teacher will follow the prescribed salary schedule.

Additional Roles and Responsibilities

- 1) Moore County will compensate teachers for providing additional instructional support by performing additional duties in order to build capacity and increase teacher effectiveness.
- 2) All duties will be required to be aligned to the district’s strategic plan as well as the state accountability model.
- 3) Roles and responsibilities will be defined annually with written job descriptions and an evaluation component to be required.
- 4) Examples of these roles and duties could be, but are not limited to: mentors, collaborative learning leaders, core content specialists, developing classroom assessments, etc.

Compensation Guidelines

- 1) All compensation amounts will be defined with a minimum level of \$100 and not to exceed \$2,000 annually. The level of compensation will not be based on an hourly rate.
- 2) All time to be compensated must occur outside the time defined in the annual contract.

Teacher Attendance Bonus

1. Teachers will receive a bonus based on their rate of attendance at the end of the school year.
2. Teacher Attendance bonus schedule:

Teachers that achieve an average score of 3 or higher on the qualitative portion of the TEAM Evaluation and an attendance rate of at least 98% of a 200 day contract will be eligible for the Teacher attendance bonus.

Funding

There will be two areas identified for funding:

- 1) Current expenditures in the 2013-14 fiscal year for hard to staff positions and additional roles and responsibilities.
- 2) A designated percentage of funds identified for salary improvement from TDE in 2014-15. This does not include any BEP increases created or other BEP improvements outside those designated as salary improvement funding. These funds will be designated to fund the areas previously identified.

General Notes

- 1) All components of this plan are subject to available federal, state and local funding being at current levels.
- 2) All components of this plan are also subject to local board approval and approval of the budget by the local funding body.
- 3) This plan is subject to review annually and only commits Moore County for the 2014-15 fiscal year.

Proposed Salary Schedule for 2014-15:

LVL	Category A	Category B	Category C	Category D
0	\$35,000	\$37,000	\$39,000	\$41,000
1	\$35,500	\$37,600	\$39,700	\$41,750
2	\$36,000	\$38,200	\$40,400	\$42,500
3	\$36,500	\$38,800	\$41,100	\$43,250
4	\$37,000	\$39,400	\$41,800	\$44,000
5	\$37,500	\$40,000	\$42,500	\$44,750
6	\$38,000	\$40,600	\$43,200	\$45,500
7	\$38,500	\$41,200	\$43,900	\$46,250
8	\$39,000	\$41,800	\$44,600	\$47,000
9	\$39,500	\$42,400	\$45,300	\$47,750
10	\$40,000	\$43,000	\$45,125	\$47,000
11	\$40,400	\$43,500	\$45,650	\$47,600
12	\$40,800	\$44,000	\$46,175	\$48,200
13	\$41,200	\$44,500	\$46,700	\$48,800
14	\$41,600	\$45,000	\$47,225	\$49,400
15	\$42,000	\$45,500	\$47,750	\$50,000
16	\$42,400	\$46,000	\$48,275	\$50,600
17	\$42,800	\$46,500	\$48,800	\$51,200
18	\$43,200	\$47,000	\$49,325	\$51,800
19	\$43,600	\$47,500	\$49,850	\$52,400
20	\$44,000	\$48,000	\$50,375	\$53,000
21	\$44,300	\$48,275	\$50,650	\$53,250
22	\$44,600	\$48,550	\$50,925	\$53,500
23	\$44,900	\$48,825	\$51,200	\$53,750
24	\$45,200	\$49,100	\$51,475	\$54,000
25	\$45,500	\$49,375	\$51,750	\$54,250
26	\$45,800	\$49,650	\$52,025	\$54,500
27	\$46,100	\$49,925	\$52,300	\$54,750
28	\$46,400	\$50,200	\$52,575	\$55,000
29	\$46,700	\$50,475	\$52,850	\$55,250
30	\$47,000	\$50,750	\$53,125	\$55,500
	Levels	Coincide with years of experience unless a teacher is granted an advancement in levels ahead of years of experience as part of a differentiated pay plan.		
	Categories	A: Bachelor's degree.		
		B: Advanced Degree, but can be granted as a part of a differentiated pay plan.		
		C: MA+30 (For those that already have the credit hours) or can be granted as a part of a differentiated pay plan		
		D: Multiple advanced degrees (Additional Master's degree, EdS, or EdD) or can be granted as a part of a differentiated pay plan.		