

SMITH COUNTY SCHOOLS
126 Smith County Middle School Lane
Carthage, Tennessee 37030

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2014-15 Differentiated Pay Matrix

Eligibility Requirements

1. Employed within the first 20 days of school
2. Attendance of 95% or better (cannot be absent more than 9 days in a school year)
3. AMO/Gap Closure (Attendance requirements must be met to receive bonus in this area)

Differentiated Pay Guidelines

1. The current salary scheduled will be maintained with steps for experience/degrees.
2. Bonuses will be distributed in a one-time pay-out in the fall, pending the return of data from the SDE. (October-November for AMO attainment)
3. If the employee leaves Smith County Schools due to job performance or is released from employment the employee will not receive a bonus.
4. All bonuses are pending program funding and may not occur annually.
5. If employee completed the school year and is in good standing (i.e. Retirement, etc) the employee would receive the bonus.

**Goals may be adjusted based on the most current State issued AMO or
Gap Closure measure**

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>
Performance	The district will continue to offer a traditional salary schedule (step/lane schedule that uses years of experience and education level to determine educator's increases in base pay) and will offer a bonus to each educator if the district meets a majority (more than half) of the current school year's AMOs (Annual Measurable Objectives) -- including achievement and gap closure targets).	The award will be given as a \$250 bonus payable November for AMO attainment from prior year.	This award will be available for educators who are fulltime employees and who meet the attendance requirement.	The estimated total for this is \$90,000.	This award makes up 0.8% of the district's annual salary costs.
Nationally Recognized through Board Certification	Upon receipt of National Board Certification the district will supplement the salary on a yearly basis.	The amount of supplement will be \$1,000.	This award will be available to any teacher who becomes Nationally Board Certified per year.	The estimated cost for this is \$5,000.	This award makes up less than .02% of the district's annual salary costs.