

I. Description of Differentiated Elements (Required Section) **Wayne County**

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)	<i>A signing bonus of \$2,000 will be paid to recruit new foreign language, math, science, or special education teachers for positions the school system is unable to fill for thirty (30) calendar days after posting. Teacher recruits must hold a valid Tennessee teaching license endorsed in foreign language, math, science, or special education. The recruits</i>	<i>Compensation will be given as a signing bonus. Payment will be made in two equal payments of \$1,000.00 each. The first payment will be made in December. The second payment of \$1,000.00 will be paid at the end of the year when evidence of satisfactory evaluation results is available (satisfactory</i>	<i>We have about 22 positions for the areas of foreign language, math, science, and special education.</i> <i>Estimate: 0 to 5. We have had the signing bonus in effect since 2008. We have been able to find qualified applicants without using the signing bonus.</i>	<i>Estimate: \$0 to \$10,000.00</i>	<i>Less than 1 %</i>

	<i>must be employed to teach in the area of endorsement and meet federal highly qualified standards to be eligible for the signing bonus.</i>	<i>evaluation results are considered to be a 3 or more composite score on the teacher evaluation).</i>			
Education	<i>The district will include all advanced degrees for eligible base pay compensation as shown on the 2014-15 salary schedule.</i>	<i>The compensation will be in the form of a base pay increase.</i> <i>The amount of each increase will be determined by any funds provided by the state that may be used for salary increases.</i>	<i>234 eligible teachers will be eligible for the increase (minus retirements).</i> <i>Estimate: 225 to 234 teachers will receive an increase.</i>	<i>The cost of this element each year will be confined to funds provided by the state that may be used for salaries.</i>	<i>Estimate: This will comprise up to approximately 2% of salary expenditures for education and experience combined.</i>
Experience	<i>The district will continue to award step increases for each year of experience. The attached salary schedule illustrates the proposed amounts.</i>	<i>The compensation will be in the form of a base pay increase.</i> <i>The amount of each increase will be determined by any funds provided by the state that may be used for salary increases.</i>	<i>234 eligible teachers will be eligible for the increase (minus retirements and new teachers with 0 years of experience).</i> <i>Estimate: 220 to 234 teachers will receive an increase</i>	<i>The cost of this element each year will be confined to funds provided by the state that may be used for salary increases. This has typically ranged from 1.5 to 2% in recent years.</i>	<i>Estimate: This will comprise up to approximately 2% of salary expenditures for education and experience combined</i>
Additional Instructional Roles or Responsibilities	<i>The district will provide funding for up to 8 teachers (one for each school) to receive a stipend for additional roles or responsibilities in one or more of the following areas: Mentoring new teachers;</i>	<i>Pay will be in the form of a stipend to be paid in December and May. The stipend will be \$500 to \$1000 per year.</i>	<i>Teachers must have an overall evaluation score of 3 or greater to be considered for these roles. We estimate that 215 to 220 teachers will be eligible. Principals will be able to select the role and</i>	<i>We estimate the cost to be \$4,000 to \$8,000 per year.</i>	<i>Less than 1%</i>

	<i>Teacher Leaders Within a School; Technology Coach; Literacy Coach; Data Analysis Coach including RTI data</i>		<i>individual who best needs the schools' needs to improve instruction.</i>		
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II. Salary Schedule (Required Section)

1. Please include below or attach a copy of the district's proposed 2014-15 salary schedule. (Included as a separate copy)
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? (The majority will be applied across the board; up to \$10,000.00 may be used for differentiated pay in the form of Hard to Staff bonuses. Up to \$8,000 additional funds will be used for additional roles and responsibilities).

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. (See Hard To Staff Under Section 1).
2. Include a description of how the district engaged teachers or other stakeholders in the development of the differentiated pay plan. (All certified staff members were given a survey on differentiated pay. There were 203 responses. All 203 respondents were in favor of keeping our traditional salary schedule based on education and experience. 167 of 203 were in favor of including Hard To Staff as the third required component in the Wayne County Differentiated Pay Plan. 34 were against including Hard to Staff and 2 were undecided). Following the advice of SDE we have added Additional Roles and Responsibilities as a fourth component.
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? (Based on survey feedback we do not plan to expand our differentiated pay plan at this time).

					2014-15	Teachers & Principals			Wayne County										
Degree	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17-18	19-20
Doctor's	41,498	42,092	42,092	42,792	43,686	44,589	45,807	46,776	48,197	49,238	49,420	50,471	50,684	51,770	51,958	53,074	53,074	54,028	55,018
Ed.S.	38,189	38,922	38,993	39,407	40,204	41,047	42,163	43,066	44,350	45,310	45,492	46,467	46,665	47,659	47,852	48,882	48,882	49,745	50,623
Masters 30	36,692	37,928	37,999	38,136	38,626	39,458	40,514	41,366	42,579	43,493	43,691	44,635	44,802	45,771	45,959	46,934	46,934	47,751	48,588
Masters	34,444	35,372	35,443	35,601	36,327	37,113	38,113	38,940	40,093	40,950	41,138	42,031	42,204	43,122	43,330	44,254	44,254	45,025	45,802
Bachelor	31,487	32,628	32,628	32,699	33,001	33,383	34,216	34,931	35,951	36,707	36,865	37,662	37,829	38,621	38,798	39,626	39,626	40,285	40,960
This is the same salary schedule used in 2013-14 since there are no teacher raises in the final state budget.																			
Equity funds are not a part of this salary schedule. They will be cost centered in the budget to enhance tracking of these funds.																			