

TENNESSEE DEPARTMENT OF
EDUCATION
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2015-16 Meigs County Differentiated Pay Plan

In June 2013, the State Board of Education passed a revised set of guidelines pursuant to T.C.A. § 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](#). Districts began implementing the first round of differentiated pay plans in 2014-15.

Structure of this Document

- The document includes two required sections where districts will describe their proposed **2015-16 differentiated pay plans** and **salary schedules**. Please input your 2015-16 plans into the required template. All districts are required to re-submit their differentiated pay plan even if no changes are being made. If you are making any changes from 2014-15, please highlight or track those changes.
- This year, the department will collect **evidence of implementation**, including information regarding the number of stipends or awards that were paid to teachers under the district's differentiated pay plan. District information on implementation will not be published on the website.
- Districts that choose to propose an **alternate salary schedule** for 2015-16 as their differentiated pay plan, or part of their plan, will need to complete a short addendum, found in Section III of this document.
- See the Differentiated Pay Resource Guide on the [website](#) for an optional section on **stakeholder engagement and eligibility** as well as a list of the common differentiated pay terms used throughout this document. While reporting on stakeholder engagement and eligibility is not required, it is considered best practice and could provide useful tools for districts looking to implement similar plans.

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
March 2, 2015	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
June 30, 2015	Deadline for differentiated pay plan submissions
Following TDOE approval notification but no later than the start of the 2015-16 school year	Local school boards approve final differentiated pay plans and any associated budget items

For those districts that are choosing to implement an alternative salary schedule for the first time as their differentiated pay plan (see page 5 for more detailed information on this option), the following timeline will be used in order to meet the necessary State Board of Education (SBE) deadlines.

Alternative Salary Schedule Submission Timeline	
Prior to submission	Local school boards are informed of the alternative salary schedule that will be submitted to TDOE
March 2, 2015	TDOE begins accepting differentiated pay plan submissions
Ongoing	Districts submit alternative salary schedules to TDOE
June 1, 2015	TDOE communicates approval decision of the alternative salary schedule to school districts
Prior to June 15, 2015	Local school boards approve the alternative salary schedule
June 15, 2015	TDOE submits alternative salary schedule documents to the SBE
July 24, 2015	SBE Meeting

For districts with an EXISTING alternative salary schedule, please contact Sylvia Flowers (Sylvia.Flowers@tn.gov) if you are considering making any changes to your salary schedule.

All differentiated pay plans and salary schedules should be submitted to Compensation.Questions@tn.gov. The department also plans to post the final differentiated pay plans and salary schedules on its [website](#).

The department will continue to collect evidence of implementation, including information regarding the number of awards that were paid to teachers under the district's differentiated pay plan. The department WILL NOT post the implementation updates portion of this document to the website.

Contact the Educator Talent team at Compensation.Questions@tn.gov if you have additional questions or need guidance on creating your differentiated pay plan or on the submission and approval processes.

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**. As a reminder, **education and experience do not qualify as a type of differentiated pay. They are collected in the table below for contextual information.**

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. See the Supplemental documents tab on the [website](#) to view a sample table that contains an example of each type of differentiated element.

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)	Defined as positions with limited or no certified applicants in areas such as, but not ,limited to mathematics, foreign language, industrial arts, etc.	Bonus of \$3,000 to \$5,000	Varies from year to year – approximately 1 to 3	\$3,000 - \$10,000	Less than 1%
Performance					
Additional Instructional Roles or Responsibilities	Roles and duties above and beyond the regular responsibilities or normal time frame of the classroom teacher	Supplemental pay	28 -30	\$38,500	Less than 1%

<i>Education</i>	<i>Degrees above and beyond a Bachelors</i>	<i>Base pay</i>	<i>64</i>	<i>300,000</i>	<i>Less than 1%</i>
<i>Experience</i>	<i>Step raise based on years of experience</i>	<i>Step in base pay</i>	<i>123</i>	<i>70,600</i>	<i>Less than 1%</i>
<i>Other</i>	<i>Reimbursement for Praxis test, Tuition for coursework.</i>	<i>Reimbursement</i>	<i>Varies – 1-5</i>	<i>\$300 - \$1000</i>	<i>Less than 1%</i>