



2015-16 Rhea County Differentiated Pay Plan

Differentiated Element	Description	Compensation Type and Size	Reach	Estimated Cost	Estimated Salary Expenditures
	<p><i>Describe how the district will differentiate for this element.</i></p> <p><i>Include the criteria for receiving the award.</i></p>	<p><i>Will the compensation be given as a bonus or a base pay increase?</i></p> <p><i>How much will qualifying teachers receive?</i></p>	<p><i>Eligibility: How many teachers are eligible for this type of compensation?</i></p> <p><i>Forecasted participation: How many teachers do you estimate will receive the award?</i></p>	<p><i>How much does the district estimate it will pay out for this differentiated pay element?</i></p>	<p><i>What percentage of salary expenditures (excluding benefit costs) does this element cover?</i></p>
Hard-to-Staff (School, Subject, or Placement)	<p>The <i>district may</i> offer a signing bonus and retention bonus in the hard-to-staff areas. These areas will be determined on a yearly basis in order to address effected areas in the upcoming year. The criteria to identify hard to staff areas will be identified and submitted annually to the Director of Schools. Additional information is located in Addendum C following this worksheet.</p>	<p>Bonuses not to exceed \$5,000 will be utilized to recruit new teachers or retain existing teachers to hard to staff areas. In order for the teacher to receive the maximum amount possible, they must meet defined teacher performance and attendance levels.</p>	<p>The district has allocated enough capital to offer up to three teachers each year the opportunity to receive this additional bonus. The district will identify the areas of greatest need and offer the qualified applicant according to their expertise in that subject area.. Teachers must agree to stay a minimum of two years to receive the maximum payment.</p>	<p>\$15,000.00 Maximum Annually</p>	<p>This will comprise less than 1% of the district's salary expenditures.</p>
Performance	<p>The district will incorporate a new salary schedule that uses evaluation criteria to determine base pay changes. A full description of the new salary schedule is attached in Addendum A. The Performance criteria explanations for salary increases are included in Addendum B.</p>	<p>Compensation will be provided as a base pay step increase based upon the individual teacher evaluations (50%) throughout the school year, or Individual TVAAS scores if that score is higher than the observation score. Each step increase beginning with a Level 3 will allow teachers to advance</p>	<p>All teachers are eligible for performance pay increases providing they receive a Level 3, Level 4, or Level 5 on their (50%) observation score or their individual TVAAS score for those that receive this score. Teachers that do not provide instruction in a course that receives their own TVAAS score must</p>	<p>Approximately \$180,000.00 Annually</p>	<p>This will comprise approximately 1.5% of the</p>

		one step up on the salary scale. Level 4 teachers will advance two steps, while Level 5 teachers will advance 3 steps on the salary schedule.	choose their observation score for performance pay eligibility.		district's salary expenditures.
Additional Instructional Roles or Responsibilities	The district will compensate teachers for providing additional instructional support by performing additional duties in order to build capacity and increase teacher effectiveness. All duties will be required to be aligned to the district's strategic plan as well as the state's accountability system. Additional information is located in Addendum C following this worksheet.	All compensation figures will be defined with a minimum level of \$500.00 and not to exceed \$2,000.00 annually. Roles and responsibilities will be defined annually with written job descriptions and an evaluation component at the end of the duties. The level of compensation will not be based upon an hourly rate.	The district is targeting between 7-10 contracts that will be awarded on a yearly basis. Level 5 teachers will have first priority on the selection of each job assignment. All teachers must maintain a minimum of a Level 3 in order to qualify and apply for the program.	\$20,000.00 Annually	This will comprise less than 1% of the district salary expenditures.
Education	The district will include Bachelor's, Master's, EDS, and Doctorate degrees for eligible base pay compensation as shown in the attached salary schedule included in Addendum A .	Monetary amounts vary between the 4 different degree designations. The increase amount between a beginning Bachelor's and Masters degree is \$3,000.00. The increase between a beginning Master's to EDS Degree is \$4,000.00, and the beginning EDS to Doctorate is \$500.00 respectively.			
Experience	The district will no longer provide step increases based upon years of experience. All step increases will be based upon Performance criteria identified in Addendum B .	NO new financial incentives will be allocated for a teacher's years of experience.	None	\$0.00	N/A

ADDENDUM B

PERFORMANCE CRITERIA

1. Teachers will move steps every year based on their own ***average observation score.***
2. Teachers who score a 1 or 2 will not move on the scale.
3. Teachers who score a 3 will move 1 step.
4. Teachers who score a 4 will move 2 steps.
5. Teachers who score a 5 will move 3 steps.
6. Teachers who have their ***own*** TVAAS score may chose to use that score instead of the evaluation score.

ADDENDUM C

Rhea County School Differentiated Pay Plan 2015-16 Proposal

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

Goals:

Rhea County district staff members will identify and define specific goals related to the areas of need as determined by the previous year's assessment data, and present this information to the Director of School on a yearly basis.

Hard to Staff Areas:

1. Rhea County will annually identify hard to staff positions and those positions will be submitted to the Director of Schools for approval.
2. The criteria to identify hard to staff positions will be identified and submitted annually for approval by the Director of Schools.
3. Bonuses not to exceed \$5,000.00 will be utilized to recruit new teachers or retain existing teachers in hard to staff areas.
4. In order for teachers to receive the maximum amount possible, they must meet defined teacher performance and attendance levels.
5. Teachers must agree to stay a minimum of two years to receive the maximum payment.

Additional Roles and Responsibilities:

1. Rhea 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's accountability model.
3. Roles and responsibilities will be defined annually with a written job description and an evaluation component that will be required.

4. Examples of these roles and duties could be, but not limited to: mentors, collaborative learning leaders, core content specialists, developing classroom assessments, etc.
5. All teachers must have received at least a level three or higher on the teacher evaluation score, but compensation will be relative to performance on the overall teacher effectiveness score.
6. A specific set of selection criteria will be established with teacher attendance being a major component.

Compensation Guidelines:

1. All compensation amounts will be defined with a minimum level of \$500.00 and not to exceed \$2,000.00 annually. The level of compensation will not be based on an hourly rate.
2. All time to be compensated must occur outside the normal workday as defined by the annual contract.
3. Any level to be compensated at \$1,000.00 or more will require some of the work to be performed prior to the start of the 2015-16 school year.

Funding:

1. Current expenditures in the 2015-16 fiscal year for hard to staff positions and additional roles and responsibilities will be funded.
2. A designed percentage of funds identified for salary improvement from the TDOE in 2015-16. This does not include any BEP increases created or other BEP improvements outside those designated as salary improvement funds. 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 Rhea County for the 2015-16 fiscal year.