



## 2015-16 Loudon 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> |
| <b>Hard-to-Staff (School, Subject, or Placement)</b>      | The district will offer a signing bonus and retention bonus in areas deemed hard-to-staff by the Director of Schools.                    | The award will be given as a two-part bonus. \$2,000 at the time of signing and an additional \$2,000 at the end of the first and second school year when evidence of a TEAM evaluation composite score of 3 or higher is attained. | This award will be available to new teachers to the district and teachers currently holding hard-to-staff positions scoring a 3 or higher on the TEAM evaluation composite score. The district has seen Chemistry, Physics and Secondary Math as hard to staff areas in the past depending on the year. The district currently employs 10 secondary Math teachers, 3 Chemistry teachers and 1 Physics teacher. | The total for this current year would have been \$12,000 (3 teachers at \$4,000) since Chemistry would have been deemed hard-to-staff. Potentially if all three areas were deemed hard-to staff the estimated total could be \$56,000 (14 teachers at \$4,000) | This award will comprise less than 1% of the district's annual salary costs                             |
| <b>Performance</b>  |  |   |  |  |   |
| <b>Additional Instructional Roles or Responsibilities</b> | The district will strengthen its instructional coaching by providing a bonus to teachers in this role.                                   | The award will be given yearly in the form of a \$4,000 - \$6,000 stipend.  | All instructional coaches would receive a \$4,000 stipend and any instructional coach receiving a 5 on their TEAM composite evaluation   | The maximum estimated cost of these awards is \$18,000   | This award will comprise less than 1% of the district's annual salary costs                             |

|                   |  |   |  |   |   |
|-------------------|--|---|--|---|---|
|                   | These roles are filled through a selection and interview process of highly effective teachers.   |   | score would receive an additional \$2,000 stipend.<br><br>There are currently 3 instructional coaches. |   |   |
| <b>Education</b>  | The district will include Bachelor's, Master's, Master's+30, Educational Specialist's and Educational Doctorate's for eligible base pay compensation as shown in the attached 2015-16 salary schedule. | Each teacher will earn the salary according to their educational degree attainment. | All teachers are eligible.   | The average increase for each additional degree is \$2,680. The estimated total cost is \$1,300,000 | This education payment makes up 8.1% of the district's expenditures on salary.  |
| <b>Experience</b> | The district will continue to award step increases for each year of experience.<br><br>The attached salary schedule contains proposed amounts.   | Each teacher will earn a yearly step increase for years of experience.              | All teachers are eligible  | The average step increase in the district is \$600 per year. The estimated cost is \$240,000.       | This experience payment makes up 1.5% of the district's expenditures on salary. |
| <b>Other</b>      |  |   |  |   |   |