



2015-16 McMinn 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)	McMinn County will offer a signing bonus and retention bonus in the hard-to-staff areas.	The award will be given as a two-part bonus: \$1,500 at the time of signing and in year two up to an additional \$1,500 based on the following level of effectiveness (LOE): a LOE of a 3 or greater for a teacher in a tested area, and a LOE of a 3 or greater on the TEAM observation average, for a teacher in a non-tested area.	<p>This award will be available to new teachers to the district. McMinn County typically hires 1 position per year in the hard-to-staff areas.</p> <p>Existing teachers (2) and/or administrators will also be eligible for the same bonus as a retention incentive.</p>	The estimated total for this is \$6,000 (1 teacher at \$3,000 and 2 teachers at \$1,500 each).	This award makes up less than 2% of the McMinn County's annual salary costs.
Additional Instructional Roles or Responsibilities	McMinn County will further its implementation of embedded professional development through instructional coaches to increase teacher effectiveness in implementing TN Ready State Standards and Response to Instruction and Intervention.	The award will be given yearly in the form of a \$4,000 stipend.	Highly effective teachers will be selected. District leaders will conduct interviews and make final selections. We are projecting eleven (11) instructional coaches will be selected.	The estimated cost of these awards is \$44,000.	This will comprise about 2% of district salary expenditures.

	Highly effective teachers will be selected. Instructional coaches will lead and facilitate the monthly PLC meetings and provide ongoing embedded professional development. Instructional coaches will work a 200 day contract plus five additional days each year.				
Additional Instructional Roles or Responsibilities	<p>McMinn County will further its implementation of PLC's through a PLC leadership role in the areas of ELA and Math at the secondary level. The focus will be implementation of TN Ready State Standards and Response to Instruction and Intervention.</p> <p>Highly effective teachers will be selected. Lead Teachers will lead and facilitate the monthly PLC meetings. Lead teachers will work a 200 day contract.</p>	The award will be given yearly in the form of a \$1,500 stipend.	<p>Highly effective teachers will be selected. District and school leaders will then screen for additional qualities such as leadership and facilitation skills.</p> <p>There will be a total of 4 PLC leaders in the district:</p> <ul style="list-style-type: none"> • 1 ELA at each high school, • 1 Math at each high school. 	The estimated cost of these awards is \$6,000.	This will comprise about 2% of district salary expenditures.
Additional Instructional Roles or Responsibilities	<p>McMinn County will further its efforts in meeting the needs of at-risk students by providing elementary transition coaches to support the transition from elementary to middle to high school.</p> <p>Highly effective teachers will be selected.</p>	The award will be given yearly in the form of a \$2000 stipend.	Highly effective teachers will be selected. District and school leaders will then screen for additional qualities such as the ability to connect with at-risk students and strong communications skills to connect with parents and community. (Draft job description is attached.)	The estimated cost of these awards is \$14,000.	This will comprise about 2% of district salary expenditures.

			We project there will be a total of 7 elementary transition coaches in the district with one coach at each elementary school.		
Additional Instructional Roles or Responsibilities	<p>McMinn County will further its efforts in meeting the needs of advanced students by providing opportunities to enroll in advanced courses.</p> <p>Highly effective teachers will be selected.</p>	The award will be given yearly in the form of a \$1,500 stipend for providing instruction to elementary students in addition to regularly enrolled secondary students.	<p>Highly effective teachers will be selected. District and school leaders will then screen for most highly effective teacher.</p> <p>We anticipate that approximately 4 teachers will qualify for the stipend based on the number of students who have participated in previous years. However, we are allocating additional funding as we attempt to grow this program in additional subject areas.</p>	The estimated cost of these awards is a guaranteed \$6,000 with a possibility of additional teachers at a yearly award of \$1,500.	This will comprise about 2% of district salary expenditures.
Additional Instructional Roles and Responsibilities	<p>McMinn County will further its efforts in meeting the needs for low performing students.</p> <p>Highly effective teachers will be selected for tutoring before school, after school or during summer months.</p>	The award will be given yearly in the form of a \$1,000 stipend for providing instruction to elementary students in addition to regularly enrolled secondary students.	<p>Highly effective teachers will be selected. District and school leaders will then screen for most highly effective teacher.</p> <p>We anticipate that approximately 12 teachers will qualify for the stipend based on the number of students who have participated in previous years.</p>	The estimated cost of these awards is \$12,000.	This will comprise 2% of district salary expenditures.

Additional Instructional Roles and Responsibilities	McMinn County will further its educational opportunities by providing additional courses, remediation, and tutoring during the month of June for our low performing students. Highly effective teachers will be selected.	The award will be given yearly in form of an approximately \$2,500 stipend for providing instruction to our low performing students.	Highly effective teachers will be selected. District and school leaders will then screen for most highly effective teacher. We anticipate that approximately 6 teachers will qualify for the stipend based on the number of students who have participated in previous years.	The estimated cost of these awards is \$15,000.	This will comprise 2% of district salary expenditures.
Identify, mentor, and train future administrative leaders.	McMinn County will continue to identify and train future administrative leaders by providing a second leadership academy.	The award will be given yearly in the form of a \$3,000 stipend for providing training to identified future administrative leaders.	We anticipate that approximately 5 administrators identified by the Director of Schools will be conducting the leadership academy.	The estimated cost of these awards is \$15,000.	This will comprise 2% of district salary expenditures.
Additional roles and responsibilities in the area of family engagement dealing with difficult and hard to reach stakeholders.	The Director of Schools will select from current or retired employees.	The award will be given in the form of a \$1,200 monthly stipend.	The Director of Schools will select from current or retire employees.	The estimated cost of these awards is \$12,000.	This will comprise 2% of district salary expenditures.
Education	The district will include Bachelor's, Master's, Educational Specialist, and Doctorate degrees for eligible base pay compensation as shown in the attached 2015-16	Master's, Educational Specialist and Doctorate degrees will be awarded with a base pay increase. The base pay increase for Bachelor's to	McMinn County has decreased base pay increase at the Master's level to fund stipends for Hard-to-Staff and Additional Instructional Roles or Responsibilities. The	This estimated total cost based on previous years hiring of this element is	This will comprise about 5% of district salary expenditures.

	salary schedule. Master's Plus 45 will no longer be compensated in base pay.	<p>Master's Degree will reflect the highest increase.</p> <p>Those teachers currently enrolled in programs will be eligible for base pay increases on the previous year's schedule, provided that those programs are completed by December 31, 2015.</p>	new salary schedule will apply to new teachers and teachers acquiring an advanced degree after December 31, 2015 .	<p>\$30,280.00 per year.</p> <p>The district expects to fund this cost by eliminating the Master's Plus 45 category of compensation, decreasing base pay increase at the Master's level and freezing base pay increases at the Educational Specialist and Doctorate degrees level.</p>	
Experience	<p>McMinn County will continue to award step increases for each year of experience.</p> <p>The attached salary schedule contains proposed amounts.</p>	Each teacher will earn a yearly step increase for years of experience.	All teachers are eligible.	<p>The average step increase in McMinn County is \$128 per year. The estimated cost is \$157,383.00</p>	This experience payment makes up 3% of the districts expenditures on salary.