



2015-16 Shelby 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)	Teachers who are hired into the i-Zone will receive a signing bonus. Teachers currently in the i-Zone who decide to stay are eligible for a retention bonus. There is also an opportunity for a performance bonus based on the Tennessee Department of Education stipulations outlined in the attached document titled, "Bonus Application Final."	Please see attached document titled, " IZone Bonuses " for a breakdown of how teachers are compensated in the i-Zone.		<p>Performance bonus total – \$1,278,360</p> <p>Signing/Retention bonus total– \$317,580</p> <p>This amount was for 17 schools. If a school received a performance bonus based on the previous year's TCAP scores, then the staff receiving the performance bonus were not eligible for a retention bonus. Any new staff to a school who received a</p>	

				<p>performance bonus were eligible for the signing bonus only.</p> <p>If a school did not receive a performance bonus, returning teachers, (who were a level 3,4, or 5) assistant principal, and principal were eligible for a retention bonus if they were a returning staff member or a signing bonus if they were newly hired to the school. All teachers that were not a level 3,4, or 5 were excessed from the school and where not eligible for the retention bonus.</p>	
Performance 2014-15 TIF payouts will happen in Fall	The district has a TIF Grant (Project AIM) that outlines pay for performance based on a number of criteria. The specific	Please see attached documents, “ Project AIMS ”, “ General Eligibility Requirements ”	For TIF Grant – Project AIMS , teachers at the 10 participating schools are eligible.	TIF Grant Project AIMS	

<p>2015 and TIF bonuses will not be implemented in 2015-16</p>	<p>criteria are included as a supplemental document to this submission.</p> <p>The district has a second TIF Grant (In the Zone) that outlines pay for performance based on a number of criteria. The specific criteria are included as a supplemental document to this submission. Additionally, the district is paying teachers a bonus based on their TEM score.</p>	<p>for TIF3” and “SCS teacher Incentive Fund Grants” for more details.</p> <p>Please see attached documents “In the Zone Parameters,” Please see attached Documents.</p>	<p>For TIF Grant – In the Zone, teachers at the 23 participating schools are eligible.</p>	<p>2014-15 Cost: \$593,909 2015-2016 Cost: TBD</p>	
<p>Additional Instructional Roles or Responsibilities</p>	<p>Coaches within the district will be compensated for taking on additional responsibilities in the form of a stipend. Please see the attached document, “Teacher Support Information” for details on each support position.</p> <p>The Teacher Support Model has changed for the 2015-16 school year. Please see attached documentation.</p>	<p>Compensation for coaching Positions for 2014-15 were provided as follows:</p> <p>PIT Crew and PAR are both paid on teacher salary schedule as 10 month employees but receive an additional \$6,000 that covers summer training and 60 additional hours of off contract work during the school year.</p> <p>Professional Learning Community Coaches receive \$6,000 and support the work of the principal in ensuring a focus on and commitment to student learning. They are</p>	<p>All teachers are eligible but must meet the qualifications outlined in the attached job descriptions. The following are the coaching/support positions currently in SCS:</p> <p>Pit Crew: 30 budgeted for FY 14-15, FY15-16 this role no longer exists</p> <p>PAR: 6 current (from FY14-15) and 8 in FY 15-16</p> <p>Master Teachers: 150 for FY 14-15—this role no longer exists</p> <p>Learning Coaches: 365 for FY 14-15 – this role no longer exists</p>	<p>PIT Crew 2013-14 Cost: \$192,000 2014-15 Cost: \$180,000</p> <p>PAR 2013-14 Cost: \$36,000 2014-15 Cost: \$36,000 15-16 Cost: \$48,000</p> <p>Master Teachers 2013-14 Cost: \$600,000 2014-15 Cost: \$600,000 2015-16 Cost: \$0</p>	

		<p>required to perform 240 hours of additional work. For 2015-16, we will compensate the following positions:</p> <p>PAR CTs are paid on teacher salary schedule as 10 month employees but receive an additional \$6,000 that covers summer training and 60 additional hours of off contract work during the school year.</p> <p>New Teacher Mentors are fulltime classroom teachers, though the district recommends release-time for them, and they receive up to a \$1,000 stipend that covers 60 additional hours of off contract work during the school year.</p> <p>Instructional Support Coach (Literacy or Math) (1 literacy coach: 5 schools; 16 math coaches) – Central office, full-time release positions. The <i>Instructional Support Coach</i> role is structured to draw upon the content expertise of outstanding teachers who will provide direct coaching to a small caseload of</p>	<p>New Teacher Mentor – this is a new role: 365 for FY 15-16 generally more than one NTM per school, since they're allocated on a mentee: coach ratio of 5:1</p> <p>Professional Learning Community Coaches: 151 FY 14-15; 151 FY 15-16</p> <p>Instructional Support Coach (Literacy or Math) (1 literacy coach: 5 schools; 16 math coaches)</p>	<p>Learning Coach 2013-14 Cost: \$1,302,000 2014-15 Cost: \$1,095,000</p> <p>New Teacher Mentor 2015-16 Cost: \$365,000</p> <p>Professional Learning Community Coaches: 2013-14 Cost: \$1,044,000 2014-15 Cost: \$906,000 2015-16 Cost: \$906,000</p>	
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		teachers in 3-5 schools in the district in either Literacy or Math.			
<i>Education</i>	In April 2013, the school board approved recommendations to not pay for advanced degrees, except in math and science, with the understanding that a more formal compensation and career pathways would be created with a focus on pay for performance. Starting the 14-15 school year, only advanced degrees in math and science will be paid additional compensation for new or rehired teachers.				
<i>Experience</i>					
<i>Other</i>					