

Henderson County					
2016-17 Differentiated Pay Plan					
Differentiated Element	Description	Compensation Type and Size	Reach	Estimated Cost	Estimated Salary Expenditures
	Describe how the district will differentiate for this element. Include the eligibility criteria for receiving the award (such as minimum attendance or evaluation score).	Will the compensation be given as a bonus or a base pay increase? How much will qualifying teachers receive?	Eligibility: How many teachers are eligible for this type of compensation? Forecasted participation: How many teachers do you estimate will receive the award?	How much does the district estimate it will pay out for this differentiated pay element?	What percentage of salary expenditures (excluding benefit costs) does this element cover?
Hard-to-Staff (School, Subject, or Placement)					
Performance	The district will use the incorporated salary schedule that uses evaluation criteria to determine an individual performance bonus.	Teachers who receive an overall Level 4 will be awarded a bonus of \$300; Teachers who receive an overall Level 5 will be awarded a bonus of \$500. Those teachers receiving an overall Level 1-3, will	All teachers are eligible to receive this award. A copy of the complete eligibility rules is attached. Based on the 2015-2016 evaluation data, the district anticipates between 80%-85% of	The district anticipates the total cost to be 90,000 based on the 2015-2016 evaluation data.	This award will make up less than 1.5% of the district's annual salary costs.

		not be awarded a bonus.	certified staff will receive a bonus award.		
Additional Instructional Roles or Responsibilities	<p>The district will continue to have Teacher Leader roles within each building.</p> <p>Highly effective teachers (scores of 4 or 5) will have opportunities to participate in Teacher Leadership roles to provide additional instructional support at the school level.</p>	The compensation for these positions will be determined based on each specific role and will not exceed \$1500.	<p>The district goal will be a minimum of five to seven per building depending on available funding with no more than 94 system-wide.</p> <p>The number of positions at each school building will vary depending on priority of support needed.</p>	<p>The district will have no more than 94 positions available with a compensation of \$1500 each.</p> <p>Total estimated cost will be \$141,000.</p>	
Education*					
Experience*					
Other					

**Education and experience are not differentiated pay elements and do not count toward the mandated criteria.*

Henderson County Differentiated Pay Plan

Draft Copy

This document is a draft document for internal discussion purposes only. It is intended to identify possible options for developing a differentiated pay plan as required by the TDE. The options presented will have two components. One will be an individual performance bonus and the other will be teacher leadership roles.

Performance Bonus

- 1) Teachers who receive composite score of 5 on the TEAM evaluation will receive \$500.
- 2) Teachers who receive a composite score of 4 on the TEAM evaluation will receive \$300.
- 3) There will be eligibility requirements established in areas such as attendance, certification and other identified areas.
- 4) Payouts will be in the following year due to the timing of the data.
- 5) Payments will be subject to all applicable state and local deductions.

Teacher Leadership Roles (Sample Job Description Available)

Teacher leadership roles will be defined with specific job descriptions that will provide instructional support at the school level. The number of positions will be based on available funding and the number of positions along with job descriptions will be submitted annually for board approval when the budget is submitted. These roles will have a specific amount to be compensated that would not exceed \$1,500. Possible areas of duties are outlined below. The number of positions at each school could vary depending on priority of support, but the goal will be a minimum of four to six per building depending on available funding with no more than 60 system-wide.

Areas of Consideration

- 1) The areas of focus for these roles could be determined by a district level advisory team and will be based on system level needs as defined by the TEAM evaluation results and annual accountability measures. A selection process would be established with specific criteria established for the process.
- 2) There will be alignment to the district's strategic plan, which is submitted annually to the Tennessee Department of Education.
- 3) The roles' areas of focus must be job embedded and directly linked to evidence based practices. (Examples: leading PLC, mentoring Level I & II teachers, literacy support, developing common assessments, etc.)
- 4) A local learning network could be established to improve educator effectiveness and create a systemic framework to support district and school level leadership. This network will also improve the pipeline for aspiring administrators by building capacity in the existing staff.