

Metro Nashville Public Schools					
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?
<b>Hard-to-Staff (School, Subject, or Placement)</b>	The district created the Turnaround Corps to recruit and retain great teachers to our priority schools and schools in the bottom 25%. Turnaround Corps teachers have 11 month salaries and receive a recruitment/retention stipend. Additionally, they are part of the school's leadership team.	Turnaround Corps teachers receive an additional month of salary – increasing their base pay by 10%. Additionally, each Turnaround Corps teacher receives a \$2500 stipend for working in the hard-to-staff school.	36 teachers are part of the 2016-17 Turnaround Corps.	Additional month of salary for 36 teachers: \$180,000  \$2500 stipend for 36 teachers: \$90,000  Total: \$270,000	.10%

<b>Performance</b>	Turnaround Corps teachers (see above) are eligible for performance increases at the end of SY 2016-17.	We are considering a performance amount that will be given as a base pay increase for teachers receiving a Level 4 or 5 on their overall evaluations.	36 Turnaround Corps teachers are eligible for the performance increases.	\$45,000 (average of 2.5% for all 36 teachers)	.017%
<b>Additional Instructional Roles or Responsibilities</b>	<p>The district has set aside significant funds for the 2016-17 school year for principals to use for leadership stipends. Principals have significant flexibility in determining the stipend amount, and can choose between specific roles (Deans of instruction, coaches, etc.) or duty-based roles (leadership team).</p> <p>The district will continue to support schools that choose to expand the reach of their best teachers utilizing the Multi-Classroom Leader (MCL) teacher-leader model. MCLs are highly effective teacher-leaders who lead a team of teachers and other staff to meet students' academic goals. MCLs assume responsibility and accountability for teacher development and student outcomes within their team.</p>	<p>The additional amounts for leadership stipends are bonuses and not base pay increases. Principals were not given set amounts, but instead budget based on the expected contribution and value of the role or additional responsibilities. Principals estimated the total number of hours duty-based roles would take a teacher and multiplied that number by the average hourly rate of pay.</p> <p>MCLs receive a base pay increase in the form of an increased work schedule from 10-months to 11-months. The actual amount varies from teacher to teacher. MCLs also receive an annual Leadership Stipend of \$1,500 per teacher managed. MCLs</p>	<p>All teachers were eligible for leadership stipends, but teachers interested in becoming a Dean of Instruction or an Instructional coach needed to apply and be selected for a pool first. Across the district, roughly 800 teachers will receive leadership stipends in the 2016-17 school year.</p> <p>Any teacher who receives a 4 or 5 on their evaluation is eligible to apply for the position. District and school leaders screen for additional leadership competencies. The MCL job description is attached.</p>	<p>Stipends for Instructional Coaches: \$640,861</p> <p>Stipends for Deans of Instruction/Students: \$193,385</p> <p>Stipends for duty-based roles: \$1,127,154</p> <p>Total for all leadership stipends: \$2,190,481</p> <p>The estimated cost of MCL awards for 2016-17 is \$135,000 for the 11<sup>th</sup> month of work and \$162,000 in leadership</p>	.82%

		typically lead a team of 3-4 other teachers. We installed a max of \$6000 per school year (max of 4 teachers led).	MNPS anticipates a total of 27 MCLs in the district.	stipends. Total for MCL's: \$297,000	
<b>Education*</b>	<p>The district will continue to award teachers for advanced degrees in 2016-17.</p> <p>The district was hoping to eliminate Master's+ and EdS lanes from the 2016-17 salary schedule for new hires; we were unable to accomplish that change this school year.</p>	For 2016-17, degrees will continue to be awarded with a base pay increase.	<p>All teachers are eligible for advanced degree pay increases in 2016-17.</p> <p>We anticipate approximately 150 teachers will qualify for Master's or Doctorate degrees each year.</p>	The estimated cost for advanced degree increases for the 2016-17 is \$400,000	.15%
<b>Experience*</b>	<p>The district will award step increases to teachers per the attached schedule for 2016-2017.</p> <p>The attached salary schedule contains proposed amounts.</p>	All teachers with more than half a year of service will receive a step increase to their base salary based on the 2016-2017 salary scale. Those at the top of the scale will not be given a step increase.	All teachers (except those at the top of scale) with more than half a year of service will receive a step increase to their base salary on the 2016-2017 salary scale.	\$7,711,000	2.91%
<b>Other</b>					

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