

2015-16 Bartlett City 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>
Additional Instructional Roles or Responsibilities	<p>Instructional Coach – The district will develop Instructional Coaches at each school in 2015-2016. The role of the Instructional Coach is for a full time classroom teacher to develop peers through coaching towards meeting or exceeding expectations on the TEAM rubric to ultimately improve students outcomes, to develop relationships in the building built around professional collaboration, to promote a culture of reflection and growth in the building, and to contribute school wide to improving teacher and student performance. Instructional Coaches will be required to have the experience outlined in the application including a valid Tennessee Teaching License, Level 4/5 Overall Evaluation Score, 3 or more years of effective teaching experience, and the BCS Teacher Leadership Characteristics.</p>	<p>Compensation will be awarded as a bonus in addition to where the teacher is situated on the teacher salary schedule for the district. Teachers that are selected and fulfill the required components of the role will receive \$3,000 bonus.</p>	<p>73.3% of our teachers obtained a Final Evaluation Score of Level 4 or 5 from 2013-2014 and 459 teachers out of 545 have three (3) or more years of experience. These teachers would be eligible to apply for the Instructional Coach position. Applicants will be screened based on the stated criteria in the job description. Eleven (11) teachers will be selected for the position.</p>	<p>The estimated cost of these awards is \$3,000 per Instructional Coach and an additional \$2,000 in materials to effectively support teachers. This would bring the total district cost for Instructional Coaches to \$35,000.</p>	<p>This will comprise less than 1% of district salary expenditures.</p>
Additional Instructional Roles or Responsibilities	<p>Assessment Coach -The district will develop Assessment Coaches at each school in 2015-2016. The role of the Assessment Coach is</p>	<p>Compensation will be awarded as a bonus in addition to where the teacher is situated on the teacher salary schedule for the</p>	<p>73.3% of our teachers obtained a Final Evaluation Score of Level 4 or 5 from 2013-2014 and 422 teachers out of 545 have five</p>	<p>The estimated cost of these awards is \$2,000 per Assessment Coach</p>	<p>This will comprise less than 1% of district salary expenditures.</p>

	<p>for a full time classroom teacher to guide the work of Professional Learning Communities, work to ensure alignment between assessments and TNReady, foster growth and collaboration through relationship building, and improve teacher performance through professional development and facilitation of Professional Learning Communities. Assessment Coaches will be required to hold a valid Tennessee Teaching License and a Master's Degree is preferred. Assessment Coaches will be required to have the experience outlined in the application including Level 4/5 Overall Evaluation Score, 5 or more years of effective teaching experience, and the BCS Teacher Leadership Characteristics.</p>	<p>district. Teachers that are selected and fulfill the required components of the role will receive \$2,000 bonus.</p>	<p>(5) or more years of experience. In BCS, 61.5% (335) of teachers have a Master's Degree or higher. These teachers would be eligible to apply for the Assessment Coach position. Applicants will be screened based on the stated criteria in the job description. Eleven (11) teachers will be selected for the position.</p>	<p>and an additional \$630 in materials to effectively support teachers. This would bring the total district cost for Instructional Coaches to \$22,630.</p>	
<p>Hard-to- Staff (School, Subject, or Placement)</p>	<p>Teachers and other certificated positions that are hard-to-staff positions such as Math, Science, Special Education, SLPs, Foreign Language or any other teaching vacancy deemed difficult to staff area or has a high programmatic impact as determined by the superintendent, will be placed on the current BCS salary schedule that recognizes experience parity and education lanes. This strategy will not only assist in securing teachers and other certificated staff in hard-to-staff areas and will also assist BCS in recruiting</p>	<p>Compensation will be paid as the base salary for qualifying teachers and other certificated personnel. The amount that teachers receive will be contingent upon experience and education for the critical shortage areas identified. (\$2,000-\$10,000 difference between the two salary schedules).</p>	<p>10-15</p>	<p>\$2,000-\$10,000</p>	<p>This will comprise less than 1% of the district salary expenditures.</p>

	<i>and retaining teachers for our district. Our data reflecting hiring trends and applicant pool deem that elementary, fine arts, English, and Social Studies teachers are readily available. The hiring trends and limited applicant pool for science, math, special education, and foreign language and SLPs make these areas high need.</i>				
<i>Education</i>	<i>Teachers who hold National Board Certification will be awarded a \$3,000 stipend.</i>	<i>This compensation will be paid as a bonus. Qualifying teachers will receive \$3,000 annually.</i>	<i>Currently, three teachers are eligible for this compensation and it is estimated three teachers will receive this compensation this year.</i>	<i>The estimated cost of these awards will be \$9,000.</i>	<i>This will comprise less than 1% of the district salary expenditures.</i>

<i>Other</i>	<i>Teachers who are hired to also fill major extracurricular and/or sponsorships are deemed to have a high programmatic impact as determined by the superintendent will be placed on the current BCS salary schedule that recognizes experience parity and educational lanes. This strategy will assist BCS in recruiting and retaining employees in these very crucial programmatic impact areas.</i>	<i>Compensation will be paid as the base salary for qualifying teachers. The amount that teachers will receive will be contingent upon experience and education for the high programmatic impact areas related to extracurricular and/or sponsorships identified. (\$2,000-\$10,000 difference between the two salary schedules.)</i>	<i>3-6</i>	<i>\$20,000-\$40,000</i>	<i>This will comprise less than 1% of the district salary expenditures.</i>
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