



## 2015-16 Metro Nashville Public Schools 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>
<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.	47 teachers are part of the 2015-16 Turnaround Corps.	<p>Additional month of salary for 47 teachers: \$235,000</p> <p>\$2500 stipend for 47 teachers: \$117,500</p> <p>Total: \$352,500</p>	.12%
<b>Performance</b>	Turnaround Corps teachers (see above) are eligible for performance increases at the end of SY 2015-16.	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.	47 Turnaround Corps teachers are eligible for the performance increases.	\$87,630 (average of 2.5% for all 47 teachers)	.03%
<b>Additional Instructional Roles or Responsibilities</b>	<p>The district has set aside significant funds for the 2015-16 school year for principals to use for leadership stipends. Principals could 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</p>	The additional amounts for leadership stipends are bonuses and not base pay increases. Deans of instruction receive \$7,500, Instructional coaches receive \$5,000, and Deans of students receive \$2,500. Additionally, principals estimated the total number of hours duty-based roles would take a teacher and multiplied	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 2015-16 school year.	<p>Stipends for Instructional Coaches: \$800,000</p> <p>Stipends for Deans of Instruction: \$120,000</p> <p>Stipends for Deans of Students: \$105,000</p>	1%

	<p>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>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 typically lead a team of 3-4 other teachers.</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>MNPS anticipates a total of 27 MCLs in the district.</p>	<p>Stipends for duty-based roles: \$1,357,471</p> <p>Total for all leadership stipends: \$2,287,971</p> <p>The estimated cost of MCL awards for 2015-16 is \$135,000 for the 11<sup>th</sup> month of work and \$162,000 in leadership stipends.</p> <p>Total: \$297,000</p>	
<b>Education</b>	<p>The district will continue to award teachers for advanced degrees in 2015-16.</p> <p>The district was hoping to eliminate Master's+ and EdS lanes from the 2015-16 salary schedule for new hires; we were unable to accomplish that change this school year, but we are moving forward with the elimination of the Master's + lane for the 2016-17 school year.</p> <p>Additionally, the district is exploring only recognizing advanced degrees in district-prioritized areas for new hires.</p>	<p>For 2015-16, degrees will be awarded with a base pay increase.</p> <p>Starting in 2016-17, Master's + will no longer be recognized. All educators must complete credits for a Master's + by June 30, 2016.</p>	<p>All teachers are eligible for advanced degree pay increases in 2015-16.</p> <p>We anticipate approximately 180 teachers will qualify for Master's or Doctorate degrees each year.</p>	<p>The estimated cost for advanced degree increases for the 2015-16 is \$180,000.</p>	0.06%

<b><i>Experience</i></b>	<p>The district will continue to award flat percentage increases to all employees regardless of tenure, degree, and experience for 2015-2016.</p> <p>The attached salary schedule contains proposed amounts.</p>	All teachers will receive an across-the-board 2% increase to base salary in 2015-2016.	All teachers are eligible for the 2% across-the-board increase. The attached salary schedule is 2% higher than 2014-2015.	The average 2% increase in the district is \$996 per employee. The estimated cost is \$5.3M.	2%
<b>Other</b>					