

Kingsport City Schools 2015-16 Differentiated Pay Plan

I. Description of Differentiated Elements (Required Section)*

Directions: For each element of the district's differentiated pay plan, use the table below to provide a description of how the district will differentiate pay. The plan must include **at least one** of the elements listed below in the left-hand column, **in addition to education and experience**. As a reminder, **education and experience do not qualify as a type of differentiated pay. They are collected in the table below for contextual information.**

Many plans may include a combination of several elements; therefore, please add rows or repeat differentiated elements as needed. For example, the plan may include two different types of additional instructional roles. Also, please feel free to delete from the table or leave blank any differentiated elements that will not be used in your plan. See the Supplemental documents tab on the [website](#) to view a sample table that contains an example of each type of differentiated element.

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)	The district will pay Speech/Language pathologists new to KCS for verified years of experience in settings other than public or private schools.	<p>The award will be provided as a base pay increase, slotting the individual into the KCS pay scale at the applicable level of a current employee with similar years of experience, rather than as new employee.</p> <p>The amount of the award will be dependent on the amount of years of experience held by the new employee.</p>	<p>The amount of individuals eligible for the award will be determined by the amount of Speech/Language pathologists needed (above current staffing levels) to serve the level of identified KCS students.</p> <p>It is estimated that the maximum number of new employees to receive the award would be zero to two ,</p>	The estimated total for this award would range from \$0 - \$118,000 (zero to two pathologists @ \$59,000 each)	This will comprise less than 1% of the district's annual salary costs.

			based on the level of students requiring Speech/Language support.		
Hard-to-Staff (School, Subject, or Placement)	<p>The district will waive or reduce tuition fees for teacher/parents living outside the Kingsport city limits, with children attending KCS, teaching in hard-to-fill positions, as defined by the Executive Committee of the Board of Education.</p> <p>Any current KCS teacher or teacher candidate for a hard-to-fill position, living outside the city limits, with children attending KCS is eligible.</p>	<p>The award will be given as a monthly waiver of tuition fees owed. The amount of waived tuition is variable, dependent on the residency location of the employee (Sullivan County - \$1,200/year; Hawkins County - \$2,200/year; Other TN County - \$3,200/year).</p>	<p>The amount of teachers eligible for the award is dependent on the identification of hard-to-fill subject areas (as determined yearly by the Executive Committee of the BOE).</p> <p>It is estimated that the maximum number of employees designated by the BOE Executive Committee would be zero to two per year.</p>	<p>The estimated total amount of waived tuition would range from \$0 to \$6,400 per year (zero to two tuition waivers at the maximum amount level).</p>	<p>The award will compromise less than 4% of the total expected tuition revenue.</p>
Hard-to-Staff (School, Subject, or Placement)	<p>The district will provide a recruitment bonus to hire the most desirable candidate when the pool of applicants is inadequate to fill an identified position, as justified to the Executive Committee of the Board of Education by the Chief Human Resource Officer.</p>	<p>The award will be given as a one-time bonus of up to \$10,000 upon employment by KCS.</p>	<p>Candidate eligibility will be determined on an individual basis by the Chief Human Resource Officer and the Executive Committee of the BOE, based on an inadequate applicant pool in hard-to-fill areas. These could include (but are not limited to) speech/language pathology, special education, special education vision, special education hearing, ESL, math, chemistry, physics, foreign language, advanced placement courses, and certain career-technical areas.</p>	<p>The estimated total for this bonus is \$0 to \$10,000 per year (zero to one participant at a maximum bonus of \$10,000).</p>	<p>This will comprise less than 1% of the district's annual salary costs.</p>

			It is estimated that zero to one teacher a year could be eligible for the award.		
Performance	<p>The district will utilize a single-lane salary schedule that uses evaluation criteria to determine forward movement to increase base-pay.</p> <p>A full description of the new schedule is attached in the addendum.</p>	<p>All teachers with 4 or more years' experience will receive a base pay increase by moving forward a designated amount of steps along the single-lane pay scale dependent on their previous years' evaluation score (3 = 1 step; 4 = 2 steps; 5 = 3 steps). Each step is equivalent to a base pay increase of \$300. Teachers receiving a score of 1 or 2 will not step forward on the new scale.</p>	<p>Any teacher in their fourth year of employment (or more) with KCS is eligible to receive the step increase.</p> <p>Based on current evaluation data, the district estimates that approximately 98% of eligible teachers will receive a step increase.</p>	<p>The district estimates the total cost of step increases under the proposed plan at approximately \$320,000, based on current salary and last year's evaluation data.</p>	<p>This single-lane salary schedule is estimated to encompass close to 100% of salary costs, with the exception of a limited number of other supplements.</p>
Additional Instructional Roles or Responsibilities					
Education	<p>The district will reimburse current teachers with passing scores for Praxis testing fees in hard to fill subject areas. Applicable subject area certifications will be determined based on current staffing levels and availability of applicant pool.</p>	<p>Compensation will be provided as a one-time reimbursement of Praxis testing fees once certification of passing results has occurred. Qualifying amount will vary dependent on test passed (currently, up to \$150, based on Praxis Test Fee schedule).</p>	<p>Any current KCS teacher that adds a new endorsement area through the act of passing a Praxis test is eligible for the reimbursement.</p> <p>Based on current need and staffing, the district anticipates that zero to five teachers a year will receive this incentive.</p>	<p>The estimated total for this reimbursement is \$0 to \$750 per year (zero to five teachers at a current maximum of \$150 per endorsement/ passed Praxis test.</p>	<p>This will compromise less than 1% of the district's salary expenditures.</p>
Education	<p>The district will pay for graduate courses that will enable current KCS teachers to</p>	<p>Compensation will be provided as a one-time reimbursement of 50-100%</p>	<p>This award may be available to any current KCS teacher, dependent on a review of</p>	<p>The estimated total for this reimbursement is</p>	<p>This will compromise less than 1% of</p>

	<p>add endorsements in potentially hard-to-fill subject areas where PRAXIS testing will not be sufficient to add an endorsement.</p> <p>KCS teachers currently employed in large applicant pool positions (e.g. Elementary/Middle English, History) seeking an endorsement in the targeted areas of speech/language teacher, speech/language pathologist, or special education vision are eligible. Eligibility will be determined based on an application process reviewed by the Superintendent and Assistant Superintendent, including a submission of an application and coursework plan.</p>	of course tuition and fees.	teaching areas with large available applicant pools, as identified by the Superintendent and Assistant Superintendent.	\$0 to \$1,000 per year (zero to one participant at an estimated maximum of \$1,000 per course).	the district's salary expenditures.
Education	<p>The district will compensate current employees for advanced degree completion.</p> <p>Eligible employees include teachers currently enrolled and taking courses in a degree program that will be completed on or prior to June 30, 2018.</p>	Employees completing an advanced degree will have their base pay compensation retroactively adjusted utilizing the 2013-14 salary schedule and will be slotted into the new single-lane schedule according to this base pay level.	<p>Any teacher enrolled as of April 11, 2014 and taking courses in a degree program that will be completed by June 30, 2018 is eligible for this award.</p> <p>Based on current information, the district estimates that 40 teachers will be eligible for this base pay salary designation.</p>	The estimated total cost of this element is \$65,000. The district expects to fund this amount through budgeted step increases.	This will compromise approximately 1% of district salary expenditures.
Education	The district will compensate	Employees completing an	All KCS teachers who have	The estimated	This will

	employees for advanced degree completion. Eligible employees include any teacher enrolled in an advanced degree program after April 22, 2014 or completing an advanced degree program after June 30, 2018.	advanced degree will have their base pay increased by moving forward on the single-lane salary schedule: <ul style="list-style-type: none"> • 10 Steps – First advanced degree • 5 Steps – Second advanced degree 3 Steps – Third advanced degree	not yet completed three advanced degrees are eligible to receive this base pay increase. Based on the current rate of personnel pursuing advanced degrees, the district estimates that 10 teachers yearly will be eligible for this base pay salary increase.	total cost of this element is \$16,250. The district expects to fund this amount through budgeted step increases.	compromise less than 1% of district salary expenditures.
Experience	The district will compensate new KCS teachers with prior teaching experience by placing them at an appropriate step on the single-lane salary schedule beyond the starting pay structure for new teachers.	Compensation will be established through the setting of base pay level at a step appropriate to the new teacher's experience level, as determined by the Chief Human Resource Officer and Chief Finance Officer.	Based on current hiring trends, approximately 50% of new teachers hired by KCS have previous experience and will be eligible for individual slotting on the new single-lane schedule.	The estimated total cost of this element is \$1,220,000. The district expects to fund this amount through its regular budget.	This will compromise approximately 5% of district salary expenditures.
Experience	The district will compensate new KCS teachers with 0-2 years' experience on a pre-set schedule based on experience and degree attained. A full description of the schedule is attached in the addendum.	Compensation will be provided as a base pay increase, with teachers retained by KCS after years 0-2 automatically moving forward one step on the "Starting Pay - New Teachers" schedule.	Any KCS teacher employed in years 0-2 will be compensated using this "Starting Pay – New Teacher" schedule. Based on current staffing trends, it is estimated that 50% of all KCS employees will be compensated using this schedule.	The estimated total cost of this element is \$1,000,000. The district expects to fund this amount through budgeted step increases.	This will compromise approximately 4% of district salary expenditures.
Other	The district will pay a one-time bonus to any KCS tenured teacher that obtains National Board Certification. KCS will pay toward the initial application and reapplication	Compensation will be provided as a one-time bonus of \$2,000 to a teacher obtaining National Board Certification. The system will pay \$850 toward the initial	Any currently employed, tenured KCS teacher is eligible to receive the award. Based on historical trends, it is estimated that one to two	The estimated total for this is zero to \$5,700 per year (zero to two teachers at \$2,850 each).	This will compromise less than 1% of district salary expenditures.

	<p>or renewal fees. Additionally, the NBCT applicant will be provided up to five professional days, as requested, to complete work on initial certification.</p> <p>Any currently employed, tenured KCS teacher is eligible to receive the award.</p>	<p>application and up to \$700 toward reapplication.</p>	<p>teachers per year will be eligible to receive the award.</p>	<p>The district will sustain this cost through the established district differentiated pay plan.</p>	
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