



2015-16 Crockett County 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>
Hard-to-Staff (School, Subject, or Placement)					
Performance					
Additional Instructional Roles or Responsibilities	<p><i>1. The district will further its implementation of the RTI2 process by appointing a RTI leader at each school building.</i></p> <p><i>2. The district will further its implementation of common core standards by appointing literacy leaders and numeracy leaders at each grade band (k-2, 3-5, 6-8, 9-12).</i></p> <p><i>3. The district will provide effective support to novice teachers and ineffective teachers by providing highly effective mentors to the aforementioned teachers.</i></p> <p><i>4. The district will provide professional development leaders to train faculty</i></p>	<p><i>The compensation will be given yearly in the form of a stipend ranging from \$500.00 to \$2000.00 per instructional role.</i></p>	<p><i>Any highly effective teacher would be eligible to apply for any of the four positions. District and school leaders will then screen for additional qualities like leadership and facilitation skills.</i></p> <p><i>1. RTI2 leaders- approx. 8</i></p> <p><i>2. Literacy and Numeracy leaders- approx. 10</i></p> <p><i>3. Mentors- approx. 15</i></p> <p><i>4. Professional Development leaders- approx. 10</i></p>	<p><i>The estimated cost of these awards is \$50,000.00 to \$61,000.00</i></p>	<p><i>This makes up 1% of the salary expenditures.</i></p>

	<i>throughout the school year on content specific content.</i>				
Education	<i>The district will include Bachelor's, Master's, Master's+30, Ed.S, and Ed.D base pay compensations as shown in the attached 2015-2016 salary schedule.</i>	<i>Each degree will be awarded with a base pay increase.</i>	<i>The district currently has the below listed teachers at each degree:</i> <i>Bachelor's 45.5 %</i> <i>Master's 48.7 %</i> <i>Master's+30 5.1 %</i> <i>Ed.S 1.8%</i> <i>Ed.D 2.6 %</i>	<i>The estimated total cost of this element is \$312,800.00</i>	
Experience	<i>The district will continue to award step increases for each year of experience up to 20 years. The attached salary schedule contains proposed amounts.</i>	<i>Each teacher will earn a yearly step increase for years of experience for up to 20 years.</i>	<i>All teachers are eligible.</i>	<i>The average step increase is \$665.00 per year. The estimated cost is \$103,450.00.</i>	<i>This makes up 2% of the salary expenditures.</i>
Other					