

Moore County 2015-16 Differentiated Pay Plan

I. Description of Differentiated Elements (Required Section)

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)	<i>Compensation for difficult to staff subjects as deemed by local school board. (Will only affect vacant positions.)</i>	<i>Compensation will be given as a base pay increase.</i>	<i>This will vary depending on the turnover of teachers in various subjects.</i>	<i>\$5,000-\$10,000 initially</i>	<i>Less than 5%</i>
Additional Instructional Roles or Responsibilities	<i>Lead teachers will receive additional compensation.</i>	<i>Compensation will be given as a stipend/supplement to their salary. Teachers will receive \$1,050</i>	<i>All teachers with an overall evaluation of 3 will be eligible to be selected as lead teachers. As many as 20 teachers will be selected.</i>	<i>\$15,000</i>	<i>Less than 5%</i>
Education	<i>Based on level of degree.</i>	<i>Base pay increase.</i>	<i>All teachers/administrators</i>	<i>See Salary Schedule</i>	
Experience	<i>Per year of experience.</i>	<i>Base pay increase.</i>	<i>All teachers/administrators</i>	<i>See Salary Schedule</i>	

Moore County Differentiated Pay Plan

Draft Document

The core elements of a plan for Moore County are listed below. There may be other items added in terms of communication, eligibility and funding.

Goals

To offer more competitive salaries to teachers in difficult to fill positions.

To supplement the salaries for teachers assigned to additional roles and responsibilities to improve instructional capacity within the schools.

Hard to Staff Areas

The Moore County Board of Education will designate vacant teaching positions as “difficult to fill” based on 2 or fewer applicants for a vacant position.

The Director of Schools is authorized to pay a salary up to 5 levels above the years of experience of a certified teacher and/or one category above that required by the teacher’s degree in positions designated as “difficult to fill”.

Additional Roles and Responsibilities

- 1) Moore County will compensate teachers for providing additional instructional support by performing additional duties in order to build capacity and increase teacher effectiveness.
- 2) All duties will be required to be aligned to the district’s strategic plan as well as the state accountability model.
- 3) Roles and responsibilities will be defined annually with written job descriptions and an evaluation component to be required.
- 4) Examples of these roles and duties could be, but are not limited to: mentors, collaborative learning leaders, core content specialists, developing classroom assessments, etc.

Compensation Guidelines

- 1) All compensation amounts will be defined with a minimum level of \$100 and not to exceed \$2,000 annually. The level of compensation will not be based on an hourly rate.

All time to be compensated must occur outside the time defined in the annual contract.

Funding

There will be two areas identified for funding:

- 1) Current expenditures in the 2015-16 fiscal year for hard to staff positions and additional roles and responsibilities.
- 2) A designated percentage of funds identified for salary improvement from TDE in 2015-16. This does not include any BEP increases created or other BEP improvements outside those designated as salary improvement funding. These funds will be designated to fund the areas previously identified.

General Notes

- 1) All components of this plan are subject to available federal, state and local funding being at current levels.
- 2) All components of this plan are also subject to local board approval and approval of the budget by the local funding body.
- 3) This plan is subject to review annually and only commits Moore County for the 2015-16 fiscal year.

Proposed Salary Schedule for 2014-15:

	Levels	Coincide with years of experience unless a teacher is granted an advancement in levels ahead of years of experience as part of a differentiated pay plan.
	Categories	A: Bachelor's degree.
		B: Advanced Degree, but can be granted as a part of a differentiated pay plan.
		C: MA+30 (For those that already have the credit hours) or can be granted as a part of a differentiated pay plan
		D: Multiple advanced degrees (Additional Master's degree, EdS, or EdD) or can be granted as a part of a differentiated pay plan.