

2015-16 Robertson 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 payout 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)	<p><i>*The district will offer a signing bonus for new teachers in the following hard-to-staff schools in the subject areas listed:</i></p> <p><i><u>Schools:</u> Springfield High, Springfield Middle, and RCAP.</i></p> <p><i><u>Subjects:</u> Math, Chemistry Physics, Speech/Language, Special Education, and ELL.</i></p>	<p><i>*The award will be given as a two-part bonus. \$500 at the time of signing and \$500 at the end of the school year.</i></p>	<p><i>*Eligibility: 7</i></p> <p><i>Forecast: 9</i></p>	<p><i>*The estimated total cost is \$9,000.</i></p> <p><i>(9 estimated signing bonuses for SHS, SMS and RCAP)</i></p>	<p><i>*The estimated total cost is .018% of the total salary expenditures.</i></p>
	<p><i>*The district will offer a signing bonus for new teachers at the schools below for hard-to-staff subject areas listed:</i></p> <p><i><u>Schools:</u> Greenbrier High, Greenbrier Middle, Coopertown Middle, East Robertson High, Jo Byrns High, White House Heritage High.</i></p>	<p><i>*The award will be given as a two-part bonus. \$250 at the time of signing and \$250 at the end of the school year.</i></p>	<p><i>*Eligibility: 5</i></p> <p><i>Forecast: 7</i></p>	<p><i>*The estimated total cost is \$7,000.</i></p> <p><i>(7estimated signing bonuses for GHS, GMS, CMS, ERHS, JBHS, WHHHS)</i></p>	<p><i>*The estimated total cost is .014% of the total salary expenditures.</i></p>

	<p><u>Subjects: Math, Chemistry, Physics, Speech/Language, Special Education, and ELL.</u></p> <hr/> <p><i>*The district will offer a signing bonus for new teachers at the following hard-to-staff schools in the subject areas listed:</i> <u>Schools: Bransford Elementary, Cheatham Park Elementary, Crestview Elementary, Krisle Elementary, Westside Elementary.</u> <u>Subjects: Speech/Language, Special Education, and ELL.</u></p> <hr/> <p><i>*The district will offer a signing bonus for new teachers at the following hard-to-staff schools in the subject areas listed:</i> <u>Schools: Coopertown Elementary, East Robertson Elementary, Greenbrier Elementary, Jo Byrns Elementary, Robert F. Woodall Elementary, Watauga Elementary, White House Heritage Elementary.</u> <u>Subjects: Speech/Language, Special Education, and ELL</u></p>	<hr/> <p><i>*The award will be given as a two-part bonus. \$500 at the time of signing and \$500 at the end of the school year.</i></p> <hr/> <p><i>*The award will be given as a two-part bonus. \$250 at the time of signing and \$250 at the end of the school year.</i></p>	<hr/> <p><i>*Eligibility: 4</i> Forecast: 6</p> <hr/> <p><i>*Eligibility: 4</i> Forecast: 6</p>	<hr/> <p><i>*The estimated total cost is \$6,000. (6 estimated signing bonuses for BES, CPES, KES, WES)</i></p> <hr/> <p><i>*The estimated total cost is \$3,000. (6 estimated signing bonuses for CES, ERES, GES, JBES, RFWE, WAT)</i></p>	<hr/> <p><i>*The estimated total cost is .012% of the total salary expenditures.</i></p> <hr/> <p><i>*The estimated total cost is .006% of the total salary expenditures.</i></p>
Performance					

Additional Instructional Roles or Responsibilities	<i>*The district will provide an annual bonus to instructional facilitators and reading coaches.</i>	<i>*The award will be given yearly in the form of a \$1,000 stipend.</i>	<i>*Eligibility: 14 Forecast: 16</i>	<i>*The estimated total cost is \$16,000.</i>	<i>*This award is .0312% of the district's annual salary costs.</i>
Education	<i>*The district will include Bachelor's, Master's, Ed. S., and Doctoral degree pay lanes as shown on the attached 2015-2016 proposed salary schedule .</i>	<i>*Master's, Masters Plus 30, Ed. S., & Doctoral Degrees will receive compensation when recognized by the Department of Education on the state licensure website.</i>	<i>*Eligibility: 955 Forecast: 463</i>	<i>*The estimated total cost is \$746,124.00</i>	<i>*This award is 1.5% of the district's annual salary costs.</i>
Experience	<i>*The district will continue to award step increases for each year of experience through year 30. The attached 2014-2015 salary schedule contains proposed amounts.</i>	<i>*Each teacher will earn a yearly step increase for verified years of experience recognized by the State of Tennessee.</i>	<i>*Eligibility: 944 Forecast: 855</i>	<i>*The estimated total cost is \$1,593,336.00</i>	<i>This award is 3.10% of the district's annual salary costs.</i>
Other					