

2015-16 Rutherford 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)	<p>Hiring Incentives for Hard-to-Fill Positions in the areas of Physics, Chemistry, and Math.</p> <p>The teacher must hold a valid (Apprentice, Professional or Out of State) Tennessee teaching license with 7-12 endorsement in that subject area.</p> <p>The teacher must meet the State's requirement for Highly Qualified.</p> <p>The teacher must be either new to Rutherford County Schools or a teacher in the Rutherford County school system who is not teaching in a hard-to-staff area.</p> <p>The teacher must request and be recommended for a transfer</p>	<p>A one-time signing bonus of \$3,000 (\$1,500 at the beginning of each semester) will be offered these teachers.</p>	<p>Any teacher who is going into a Math, Physics or Chemistry position who also meets the criteria is eligible for the bonus.</p> <p>We project that 25 to 30 new or transferring teachers will become eligible for this program each year. (An average of 27 teachers is being used for cost projections.)</p> <p>The school board will designate which subject areas will be classified as hard-to-staff.</p>	\$81,000	

	to a vacant position in the hard-to-staff subject area if a current teacher				
Performance	<p>Teachers with Level 3, 4, or 5 scores on the TEAM Effectiveness composite score will advance to the next effectiveness step on the salary schedule.</p> <p>Conversely, teachers with Level 1 and Level 2 scores on the TEAM Effectiveness composite score will not advance to the next effectiveness step.</p> <p>In the event the legislature restricts the use of TVAAS teacher effect scores or TEAM scores or if there is a significant deviation in teacher effect scores associated with the initial PARCC assessment, the system reserves the right to modify this section of the differentiated pay plan.</p> <p>Rutherford County is not implementing this part of its alternative pay plan until legal challenges to the evaluation process have been resolved.</p>	<p>The annual increases built into our draft salary schedule through effectiveness step 11 range from \$90 at the lowest to \$2,500 for step 6.</p> <p>For a teacher with a BS the average step increase is \$636 per year through step 21; for a teacher with an MA it is \$702.</p>	Right now, 97 to 98% of our teaching staff has TEAM Effectiveness composite scores of 3, 4, or 5.	<p>Rutherford County is not implementing this part of its alternative pay plan until legal challenges to the evaluation process have been resolved. No Savings from Level 1 and 2 teachers.</p> <p>Rutherford County Schools will be paying no higher costs for this part of our compensation plan than we already plan to pay. Our salary schedule already has built-in experience steps that will become effectiveness steps.</p>	
Additional Instructional Roles or Responsibilities	For 2014/15 Response to Intervention ² Coaches will be placed in our elementary and middle schools. These teachers	Level 1 RTI ² Coaches in the schools will receive a flat \$2,000 supplement and work 210 day contracts. Level 2	In the second year all elementary schools are will be covered by this program.	Continuing program.	

	<p>will lead the school-based RTI² team. They will use data to diagnose, prescribe, and monitor interventions programs, support classroom teachers, mentor inexperienced teachers. Job description attached.</p> <p>Other pay for roles and responsibilities may be added later.</p>	RTI ² Coaches will receive a flat \$4,000 supplement and work 230 day contracts.		The supplements will total about \$88,000.	
Education	<p>Rutherford County's plan will have 3 on-going lanes for current and new teachers, BS, MA, and EDS/EDD/Other Doctorates.</p> <p>Our teachers in current lanes for M+30, EDS, and EDD will be grandfathered.</p> <p>Current staff already in degree programs for an EDS, EDD, Other Doctorate will have until August 2016 to complete that degree.</p>	<p>The compensation for current teachers, who are not in one of the 3 grandfathered lanes, will be based on our salary schedule with 3 lanes. Compensation for new teachers will be based on our 3 lane schedule.</p> <p>For our 3 grandfathered lanes, the local supplement dollar figures shown on our 2013/14 salary schedule will be frozen. However, the steps won't be frozen, just the dollars. For example, for the 2013/14 school year teacher with an EDD and 12 years of experience received a \$942 step raise. If there were to be a 1.5% local raise for the 2014/15 school year, another teacher with an EDD</p>	All of our teachers would be on the salary schedule.	<p>Savings from freezing the local supplement for grandfathered lanes - \$40,000</p> <p>First year savings from no new M+30 and some new employees hired into new EDS/EDD lane - \$25,000.</p> <p>The savings from consolidating and grandfathering lanes for education will grow from year to year.</p>	

		going to the 12 th step would still receive \$942.			
Experience	The experience pay in Rutherford County's salary schedule will maintain small step increases in years 2 through 5 and 7 through 10. We think these steps will help us compete with other districts for new teachers. The larger increases will be in years 6 and 11 as they are in the state's salary schedule. Rutherford County is compressing the existing steps after year 11 so that pay for this group will approach what it would have been for years 20 and 25. We also plan to keep step increases in the 16 th and 21 st years.	These experience raises will be additions to base pay.	Whenever teachers attain an effectiveness step with a related step, they will receive that raise.	The attached alternative pay salary schedules project an additional cost of \$1,525,000 plus benefits for the 2015/16 schoolyear. We anticipate using increased local BEP funds to pay for these raises.	
Other – Pay for the Position	Beginning in 2015/16 the minimum certified salary base for Principals, Central Office Co-ordinators, and assistant superintendents will set at a Master's degree with 21 years of experience. The days worked, index, and any other factors will be applied to that minimum base. Also Principals, Central Office Co-ordinators, and assistant superintendents with an EDD or another acceptable doctorate will be eligible for the Doctorate lane that was grandfathered for	Less experienced staff hired into these positions will be affected.	Right now 7 staff members are in positions that will be affected by these changes.	\$39,264	The minimum salary base of a Master's with 21 years of experience will cost \$27,644 based on 2014/15 staff. The largest of these increases will be \$6,983. One newly hired staff member at this point with a

	2014/15. (Other certified staff will be in the new EDS/EDD lane.) These changes were made to adequately compensate our less experienced staff in these positions and to help us recruit for these positions.				doctorate will be paid \$5,944 more than she would have been.
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