



## 2015-16 Wilson 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<br>(School, Subject, or Placement)   |   |  |  |   |   |
| Performance  | <p><i>Step raises are not based on years of experience. In place of step raises each year, a teacher is eligible for a raise based on their TEAM evaluation scores. The raise is added to their base salary and become their new base salary.</i></p> | <p><i>Base pay increase</i></p> <p><i>Phase in over 3 years and began in the 2014-15 SY– the amounts listed are for Year 2 (2015-16)</i></p> <p><b><u>TEAM SCORES*:</u></b></p> <p><i>5 = \$850</i></p> <p><i>4 = \$600</i></p> <p><i>3 = \$350</i></p> <p><i>2 &amp; 1 = No increase</i></p> <p><i>*TEAM scores are used UNLESS the Individual Growth Score is a 1 or a 2. If that is true, then the Individual Growth Score is used and no raise is given.</i></p> | <p><i>All teachers with a TEAM score of 3, 4, or 5 are eligible.</i></p>   | <p><i>The second year (2015-16) will cost \$500,000 over our normal step increase cost of \$700,000 for a total of 1.2 million dollars.</i></p> | <p><i>2% for first three years of implementation</i></p>  |
| Additional Instructional Roles or Responsibilities | <p><i>Stipends to high performing teacher who work as mentor/coaches (in addition to their teaching assignment) to</i></p>  | <p><i>Bonus</i></p>  | <p><i>We estimate the need for 55 coaches.</i></p>   | <p><i>\$55,000</i></p>  |   |

|                   |   |                          |   |   |                                    |
|-------------------|---|--------------------------|---|---|------------------------------------|
|                   | <i>new teachers or to low performing teachers.</i>  |                          |   |   |                                    |
| <b>Education</b>  | <p><i>We currently pay a one-time increase in base salary for those teachers who were already in an advanced degree pipeline when we started our alternative pay plan.</i></p> <p><i>Additionally, for 2015-16, we are proposing a plan similar to the “pipeline” which would provide a <u>one-time</u> (regardless of the number of degrees) bump of \$3,000 onto the base pay for any teacher, new or current, who has not previously been compensated for an advanced degree. <u>The implementation of this proposal will depend on approval of funding in the budget process.</u></i></p> | <b>Base pay increase</b> | <p><i>There were 67 teachers in the advanced degree pipeline at the beginning of the 2014-15 SY. 19 of those teachers have completed their degree and received an increase in their base salary.</i></p> <p><i>In 2014-15, we hired 46 teachers who had an advanced degree(s) for which they were not compensated. Our proposal for 2015-16 would add \$3,000 to their base pay.</i></p> <p><i>This one-time increase would also be available to any of our teachers, new or old, who earn an advanced degree and have never received compensation for such before.</i></p> | <p><i>\$150,000 for last year’s teachers</i></p> <p><i>\$3,000 each for any in the future</i></p> | <i>.03% of salary expenditures</i> |
| <b>Experience</b> | <i>Our pay plan does not attract teachers with greater years of experience and or advanced degrees. However, this year, our new teachers will start at a base pay of \$39,000-\$41,000*, which makes us competitive in the market. The performance increases we give for highly</i>   |                          |   |   |                                    |

|       |   |  |  |  |  |
|-------|---|--|--|--|--|
|       | <p><i>effective teachers are larger than our old step raises.</i></p> <p><i>*\$39,000 is the base, but we add \$1,000 if the applicant has three years in TN with an average TEAM score of "4" and \$2,000 with an average TEAM score of "5".</i></p> |  |  |  |  |
| Other |   |  |  |  |  |