

Bartlett City Schools					
2016-17 Differentiated Pay Plan					
Differentiated Element	Description	Compensation Type and Size	Reach	Estimated Cost	Estimated Salary Expenditures
	Describe how the district will differentiate for this element. Include the eligibility criteria for receiving the award (such as minimum attendance or evaluation score).	Will the compensation be given as a bonus or a base pay increase? How much will qualifying teachers receive?	Eligibility: How many teachers are eligible for this type of compensation? Forecasted participation: How many teachers do you estimate will receive the award?	How much does the district estimate it will pay out for this differentiated pay element?	What percentage of salary expenditures (excluding benefit costs) does this element cover?
Hard-to-Staff (School, Subject, or Placement)	Teachers and other certificated positions that are hard-to-staff positions such as Math, Science, Special Education, SLPs, Foreign Language or any other teaching vacancy deemed difficult to staff area or has a high programmatic impact as determined by the superintendent, will be placed on the current BCS salary schedule that recognizes experience parity and all education lanes. This strategy will not only assist in securing teachers and other certificated staff in hard-to-staff areas and will also assist BCS in recruiting and retaining teachers for our district. Our data reflecting hiring trends and applicant pool deem that elementary, fine arts, English, and Social Studies teachers are readily available. The hiring trends and limited applicant pool for science, math, special education, and foreign language and SLPs make these areas high need.	Compensation will be paid as the base salary for qualifying teachers and other certificated personnel. The amount that teachers receive will be contingent upon experience and education for the critical shortage areas identified.  (\$3,550-\$9,095 difference between the two salary schedules).	10-15	\$35,500-\$136,425	This will comprise less than 1% of the district salary expenditures

<b>Performance</b>	<i>n/a</i>	<i>n/a</i>	<i>n/a</i>	<i>n/a</i>	<i>n/a</i>
<b>Additional Instructional Roles or Responsibilities</b>	Instructional Coaches are full time classroom teachers with stipends to coach the most effective teachers in the building as well as teachers new to the district. Instructional Coaches also facilitate peer-to-peer informal observations with feedback focusing on the TEAM rubric. Selected teachers must demonstrate strong leadership skills, have 3 or more years of effective teaching experience, are respected by peers and administrators, and have a level 4 or 5 rating as measured by Overall TEAM observation scores.	Selected teachers will receive a \$2,500 stipend based on completion of 75 documented teacher support hours.	Eleven teachers will be selected to receive the position. Based on current data in TNCompass, 428 teachers would be eligible to apply for this position.	The total district pay out is \$27,500 for the stipend.	The total district pay out is \$27,500 for the stipend. The base salary of these positions is covered in the general budget since these are full time teachers already hired to teach a grade/subject and then selected to perform extra duties with a stipend.
<b>Additional Instructional Roles or Responsibilities</b>	Assessment Coaches are full time classroom teachers with stipends to coach all teachers in the building. Assessment Coaches provide the elementary and middle schools with PLC and assessment support. Selected teachers must demonstrate strong leadership skills, have 3 or more years of effective teaching experience, are respected by peers and administrators, and have a level 4 or 5 rating as measured by Overall TEAM observation scores.	Selected teachers will receive a \$2,500 stipend based on completion of 75 documented teacher support hours.	Nine teachers will be selected to receive the position. Based on current data in TNCompass, 428 teachers would be eligible to apply for this position.	The total district pay out is \$22,500 for the stipend.	The total district pay out is \$22,500 for the stipend. The base salary of these positions is covered in the general budget since these are full time teachers already hired to teach a grade/subject and then selected to perform extra duties with a stipend.

<b>Additional Instructional Roles or Responsibilities</b>	High School Instructional Lead is a full time classroom teacher with stipend to serve the high schools to facilitate the PLC process, assessment support including ACT, and facilitate RTI Implementation. Selected teachers must demonstrate strong leadership skills, have 3 or more years of effective teaching experience, are respected by peers and administrators, Master's Degree is preferred with current BAL and have a level 4 or 5 rating as measured by Overall TEAM observation scores.	Selected teacher will receive a teacher base salary with stipend.	One teacher will be selected to receive the position. Based on current data in TNCompass, 428 teachers would be eligible to apply for this position.	The district pay out for the stipend is \$3,000.	The total district pay out is \$73,000 for base salary and \$3,000 for stipend. This brings the district total pay out to approximately \$76,000. The base salary will have a final determination based on the years of experience and education of the hired teacher.
<b>Additional Instructional Roles or Responsibilities</b>	Instructional Technology Coach is a full release teacher to focus coaching on the implementation of technology into regular classroom instruction through professional development and informal observations focusing on the SAMR model. Selected teachers must demonstrate strong leadership skills, have 3 or more years of effective teaching experience, are respected by peers and administrators, Master's Degree is preferred with current BAL and have a level 4 or 5 rating as measured by Overall TEAM observation scores. Selected teachers should also have extensive use of technology in the classroom with experience integrating technology and experience diagnosing and resolving technical issues.	Selected teacher will receive a teacher base salary with stipend.	Five teachers will be selected to receive the position. Based on current data in TNCompass, 428 teachers would be eligible to apply for this position.	The district pay out for the stipend is \$2,000.	The total district pay out is \$73,000 for base salary and \$2,000 for stipend. This brings the district total pay out to approximately \$75,000. The base salary will have a final determination based on the years of experience and education of the hired teacher.

<b>Additional Instructional Roles or Responsibilities</b>	Instructional Program Assistant is a full release teacher who serves as the coach of the coaches, provides accountability, and provides professional learning for schools and district based on needs and requests. Selected teacher must demonstrate strong leadership skills, have 3 or more years of effective teaching experience, are respected by peers and administrators, Master's Degree is preferred with current BAL and have a level 4 or 5 rating as measured by Overall TEAM observation scores. Selected teachers should also have extensive use of technology in the classroom with experience integrating technology and experience diagnosing and resolving technical issues.	Selected teacher will receive a teacher base salary with stipend.	One teacher will be selected to receive the position. Based on current data in TNCompass, 428 teachers would be eligible to apply for this position.	The district pay out for the stipend is \$6,000.	The total district pay out is \$73,000 for base salary and \$6,000 for stipend. This brings the district total pay out to approximately \$79,000. The base salary will have a final determination based on the years of experience and education of the hired teacher.
<b>Additional Instructional Roles or Responsibilities</b>	Instructional Facilitator is a full release teacher at a Title 1 school who oversees the Title 1 budget, parent trainings, and focuses on instructional programming to facilitate student growth. Selected teacher must demonstrate strong leadership skills, have 3 or more years of effective teaching experience, are respected by peers and administrators, Master's Degree is preferred with current BAL and have a level 4 or 5 rating as measured by Overall TEAM observation scores. Selected teachers should also have extensive use of technology in the classroom with experience integrating technology and experience diagnosing and resolving technical issues.	Selected teacher will receive a teacher base salary with stipend.	Five teachers will be selected to receive the position (1 for each Title I School). Based on current data in TNCompass, 428 teachers would be eligible to apply for this position.	The district pay out for the stipend is \$6,000.	The total district pay out is \$73,000 for each base salary and \$6,000 for each stipend. This brings the district total pay out to approximately \$395,000. The base salary will have a final determination based on the years of experience and education of the hired teacher.

<b>Education*</b>	Teachers who hold National Board Certification will be awarded a \$3,000 stipend.	This compensation will be paid as a bonus. Qualifying teachers will receive \$3,000 annually.	Currently, three teachers are eligible for this compensation and it is estimated three teachers will receive this compensation this year.	The estimated cost of these awards will be \$9,000.	This will comprise less than 1% of the district salary expenditures.
<b>Experience*</b>	<i>n/a</i>	<i>n/a</i>	<i>n/a</i>	<i>n/a</i>	<i>n/a</i>
<b>Other</b>	Teachers who are hired to also fill major extracurricular and/or sponsorships are deemed to have a high programmatic impact as determined by the superintendent will be placed on the current BCS salary schedule that recognizes experience parity and all educational lanes. This strategy will assist BCS in recruiting and retaining employees in these very crucial programmatic impact areas.	Compensation will be paid as the base salary for qualifying teachers. The amount that teachers will receive will be contingent upon experience and education for the high programmatic impact areas related to extracurricular and/or sponsorships identified.  (\$3,550-\$9,095 difference between the two salary schedules.)	3-6	\$10,650-\$54,570	This will comprise less than 1% of the district salary expenditures.

*\* Education and experience are not differentiated pay elements and do not count toward the mandated criteria.*