

ROANE					
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)	<p><i>Hard to Fill positions will be determined annually by the Director based on the data available including number of applicants; qualifications of applicants; effort to recruit; student needs, etc.</i></p> <p><i>.Individuals selected to receive either the signing bonus or tuition/scholarship support will be required to sign a contract for a minimum of three (3) years. No one may receive both the signing bonus and the tuition/scholarship support. Anyone who does not fulfill the contract terms must</i></p>	<p><i>A signing bonus of \$3,000 will be given for positions identified by the Director as Hard to Fill.</i></p> <p><i>Tuition/scholarship support for current teachers to get additional needed certification to meet the LEA's identified needs will be reimbursed up to \$2,500</i></p>	<p><i>Eligible – Varies</i></p> <p><i>Estimate - 5</i></p>	\$18,000	.066%

	<p>repay the funds on a prorated basis. This contract shall be contingent upon satisfactory performance of duties as determined by annual teacher evaluations performed by the school principal or other supervisor. This does not guarantee a position or any benefits that go with a position.</p>				
Performance	<p><i>Teachers will be rewarded points based on the observational component of the TEAM evaluation that reach a level of 3, 4 or 5.</i></p> <p><i>Score of 3.0 - 3.4 = 1 point</i> <i>Score of 3.5 - 4.4 = 2 points</i> <i>Score of 4.5 - 5.0 = 3 points</i></p>	\$50 per point - Bonus	<p><i>Eligible 526</i></p> <p><i>Estimate 500</i></p>	\$63,900	.235%
Additional Instructional Roles or Responsibilities	<p><i>Teachers can receive up to 10 points to go toward their differentiated pay. Some of these points can be awarded for various roles and responsibilities such as the examples listed below.</i></p> <p><i>Any additional role or responsibility* not listed can be</i></p>	<p><i>\$50/point up to 10 points</i></p> <p><i>Bonus</i></p>	<p><i>Eligible 526</i></p> <p><i>Estimate 500</i></p>	\$184,100.00	.676%

	<i>submitted by the teacher for approval by the principal and central office. Roles must be submitted by August 30th of the current school year. Teachers can use the system-wide approval form found on the Roane County School's website. An updated list of approved roles, responsibilities, and their point values will be maintained by the Director of Schools.</i>				
Education* Advanced Degrees	<i>Masters, Masters+45, EdS, Dr.</i>	<i>Salary</i>	<i>Eligible 526 Estimate - 30</i>	<i>\$50,069</i>	<i>.184%</i>
Experience* Step Increase Addec levels 21-25	<i>Step Increase and Levels 21-25 added to salary table</i>	<i>Salary</i>	<i>Eligible 526 Estimate - 526</i>	<i>\$441,720.00</i>	<i>1.623%</i>
Attendance	<i>Teachers will be rewarded 3 points for perfect attendance and 1 point if only ½ day up to 5 sick days are taken (excluding professional days, personal days, maternity leave, or FMLA).</i>	<i>\$50 per point - Bonus</i>	<i>Eligible 526 Estimate - 400</i>	<i>\$15,000</i>	<i>.055%</i>

Retaining Effective Teachers	<i>In an effort to retain effective teachers, support for the attainment of National Board Certification shall be at the rate of a \$4,000 salary increase upon Board certified.</i>	\$4,000 salary increase	Eligible 526 Estimate - 5	\$20,000	.073%
Salary Table Increase	1%	Base Pay Increase \$511 avg.	Eligible 526 Estimate - 526	\$268,656	.987%

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