

Rhea County					
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)	The District will offer signing bonuses in needed areas for speech therapist, math, chemistry, and foreign language teachers.	Bonus Pay Increase; Bonus amounts may reach up to \$5000.00 annually.	0-5 teachers depending on need.	\$0.00-\$25,000.00 annually	This will comprise less than 1% of the District salary expenditures.
Performance	The District incorporates a salary scale to that uses evaluation criteria to determine base pay changes. A full description of the salary schedule is attached in addendum A . The performance criteria for salary advancement is included in addendum B .	Base Pay Increase; Compensation will be provided as a step increase based upon the individual teacher evaluation score or individual TVAAS score if that score is higher than the observation score.	All full-time teachers are eligible for this compensation depending upon their observation and TVAAS score.	Approximately \$245,000.00	This will comprise approximately 2% of the District's salary expenditure.
Additional Instructional Roles or Responsibilities	N/A	N/A	N/A	N/A	N/A

Education*	The District will include Bachelor's, Master's, EDS, and Doctorate degrees for eligible base pay compensation as shown in the attached salary included in addendum A.	Base Pay Increase; Monetary amounts will vary between the four degree designations. The increase amount between a beginning Bachelor's and Master's Degree is \$3,000.00. The increase between a beginning Master's to EDS degree is \$4,000.00, and the beginning EDS to Doctorate is \$500.00 respectively.	All full-time teachers are eligible to be placed on their appropriate educational level. At the Director's discretion, all new teachers to the district may be placed on the new salary scale at the nearest step just above their last year's salary amount. We anticipate between 20-30 new teachers to the District during the 2016-17 school year.	N/A	N/A
Experience*	The District will no longer provide step increases based solely on experience. All step increases will be based upon performance criteria identified in addendum B.	No new financial incentives will be allocated for a teacher's years of experience.	None	\$0.00	N/A
Other	N/A	N/A	N/A	N/A	N/A

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

RHEA COUNTY TEACHER SALARIES**2016-17 *Addendum A***

YEARS	BA	MA	EDS	DOC
0	35,000.00	38,000.00	42,000.00	42,500.00
1	35,400.00	38,400.00	42,400.00	42,900.00
2	35,800.00	38,800.00	42,800.00	43,300.00
3	36,200.00	39,200.00	43,200.00	43,700.00
4	36,600.00	39,600.00	43,600.00	44,100.00
5	37,000.00	40,000.00	44,000.00	44,500.00
6	37,400.00	40,400.00	44,400.00	44,900.00
7	37,800.00	40,800.00	44,800.00	45,300.00
8	38,200.00	41,200.00	45,200.00	45,700.00
9	38,600.00	41,600.00	45,600.00	46,100.00
10	39,000.00	42,000.00	46,000.00	46,500.00
11	39,400.00	42,400.00	46,400.00	46,900.00
12	39,800.00	42,800.00	46,800.00	47,300.00
13	40,200.00	43,200.00	47,200.00	47,700.00
14	40,600.00	43,600.00	47,600.00	48,100.00
15	41,000.00	44,000.00	48,000.00	48,500.00
16	41,400.00	44,400.00	48,400.00	48,900.00
17	41,800.00	44,800.00	48,800.00	49,300.00
18	42,200.00	45,200.00	49,200.00	49,700.00
19	42,600.00	45,600.00	49,600.00	50,100.00
20	43,000.00	46,000.00	50,000.00	50,500.00
21	43,400.00	46,400.00	50,400.00	50,900.00
22	43,800.00	46,800.00	50,800.00	51,300.00
23	44,200.00	47,200.00	51,200.00	51,700.00
24	44,600.00	47,600.00	51,600.00	52,100.00
25	45,000.00	48,000.00	52,000.00	52,500.00
26	45,400.00	48,400.00	52,400.00	52,900.00
27	45,800.00	48,800.00	52,800.00	53,300.00
28	46,200.00	49,200.00	53,200.00	53,700.00
29	46,600.00	49,600.00	53,600.00	54,100.00
30	47,000.00	50,000.00	54,000.00	54,500.00
31	47,400.00	50,400.00	54,400.00	54,900.00

RHEA COUNTY TEACHER SALARIES**2016-17 *Addendum A***

32	47,800.00	50,800.00	54,800.00	55,300.00
33	48,200.00	51,200.00	55,200.00	55,700.00
34	48,600.00	51,600.00	55,600.00	56,100.00
35	49,000.00	52,000.00	56,000.00	56,500.00
36	49,400.00	52,400.00	56,400.00	56,900.00
37	49,800.00	52,800.00	56,800.00	57,300.00
38	50,200.00	53,200.00	57,200.00	57,700.00
39	50,600.00	53,600.00	57,600.00	58,100.00
40	51,000.00	54,000.00	58,000.00	58,500.00
41	51,400.00	54,400.00	58,400.00	58,900.00
42	51,800.00	54,800.00	58,800.00	59,300.00
43	52,200.00	55,200.00	59,200.00	59,700.00
44	52,600.00	55,600.00	59,600.00	60,100.00
45	53,000.00	56,000.00	60,000.00	60,500.00
46	53,400.00	56,400.00	60,400.00	60,900.00
47	53,800.00	56,800.00	60,800.00	61,300.00
48	54,200.00	57,200.00	61,200.00	61,700.00
49	54,600.00	57,600.00	61,600.00	62,100.00
50	55,000.00	58,000.00	62,000.00	62,500.00
51	55,400.00	58,400.00	62,400.00	62,900.00
52	55,800.00	58,800.00	62,800.00	63,300.00
53	56,200.00	59,200.00	63,200.00	63,700.00
54	56,600.00	59,600.00	63,600.00	64,100.00
55	57,000.00	60,000.00	64,000.00	64,500.00
56	57,400.00	60,400.00	64,400.00	64,900.00
57	57,800.00	60,800.00	64,800.00	65,300.00
58	58,200.00	61,200.00	65,200.00	65,700.00
59	58,600.00	61,600.00	65,600.00	66,100.00
60	59,000.00	62,000.00	66,000.00	66,500.00

RHEA COUNTY PERFORMANCE CRITERIA

2016-17 *Addendum B*

1. *Teachers will move steps every year based on their own average observation score.*
2. *Teachers who score 1 or 2 will not move on the scale.*
3. *Teachers who score a 3 will move 1 step.*
4. *Teachers who score a 4 will move 2 steps.*
5. *Teachers who score a 5 will move 3 steps.*
6. *Teachers who have their own TVAAS score may choose to use that score instead of evaluation score.*