

2015-16 Roane 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><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>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>Bonus/Reimbursement</i></p> <p><i>\$3,000 for signing bonus</i></p> <p><i>\$2,500 for tuition support</i></p>	<p><i>All teachers would be eligible but geared toward upper level math and science areas</i></p> <p><i>Forecast: 5</i></p>	<p><i>\$18,000/year</i></p>	<p><i>.055%</i></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 - 3.49 = 1 point</i></p>	<p><i>Bonus</i></p>	<p><i>Everyone is eligible</i></p> <p><i>Forecast: 530</i></p>	<p><i>\$79,500</i></p>	<p><i>.15%</i></p>

	<p><i>Score of 3.5 - 4.49 = 2 points</i>  <i>Score of 4.5 - 5.0 = 3 points</i></p> <p><i>This will be a maximum of 10 points which will include the additional roles and responsibilities</i></p>				
<b>Additional Instructional Roles or Responsibilities</b>	<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. Any additional role or responsibility* not listed can be submitted by the teacher for approval by the Principal and Director. 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></p>	<b>Bonus</b>	<p><i>All professional employees are eligible</i></p> <p><i>Forecast: 530</i></p>	<b>\$265,000</b>	<b>.51%</b>
<b>Education</b>	<p><i>Funding of the current salary table will be provided including step raises and advanced degrees as earned by employees. Raises for Bachelors + 10 and + 20 as well</i></p>	<b>Salary</b>	<p><i>70% of all professional employees</i></p> <p><i>Forecast: 375</i></p>	<b>\$271,000</b>	<b>.52%</b>

	<i>as Masters + 10, + 20, and + 30 will be eliminated</i>				
<i>Experience</i>	<i>Step raises will be increased from 20 years to 25 years. Any teacher with 20 - 25 years of experience will have his or her salary adjusted to the appropriate step.</i>	<i>Salary</i>	<i>35% of all professional employees</i>  <i>Forecast: 186</i>	<i>\$234,000</i>	<i>.45%</i>
<i>Other</i>	<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</i>	<i>Salary</i>	<i>All Professional employees</i>  <i>Forecast: 6</i>	<i>\$24,000</i>	<i>.046%</i>