



***Henry County School System***  
***2015-2016***  
***Differentiated Pay Plan Submission***

***Submitted by: J. Brian Norton, Asst. Director of Schools***  
***June 23, 2015***

## I. Description of Differentiated Elements (Required Section)\*

Directions: For each element of the district's differentiated pay plan, use the table below to provide a description of how the district will differentiate pay. The plan must include **at least one** of the elements listed below in the left-hand column, in addition to education and experience. As a reminder, education and experience do not qualify as a type of differentiated pay. They are collected in the table below for contextual information.

Many plans may include a combination of several elements; therefore, please add rows or repeat differentiated elements as needed. For example, the plan may include two different types of additional instructional roles. Also, please feel free to delete from the table or leave blank any differentiated elements that will not be used in your plan. See the Supplemental documents tab on the [website](#) to view a sample table that contains an example of each type of differentiated element.

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)					
Performance					
Additional Instructional Roles or Responsibilities	<p><i>Henry County has established a compensated pay plan for additional instructional roles and or responsibilities. Henry County has established additional roles and responsibilities to meet the following goals:</i></p> <p><i>1) To establish continuous</i></p>	<p><i>The compensation for additional roles and responsibilities will be a part of the teacher's contract. The teachers filling these roles will receive \$500 to \$1,000 each depending upon approval of our budget.</i></p>	<p><i>Currently, we plan to fill more than 50 positions that are identified as additional roles and responsibilities. We anticipate all positions will receive compensation.</i></p>	<p><i>We plan to budget \$50,000 within our salary line items for additional roles and responsibilities.</i></p>	<p><i>This represents 0.5% of our salary expenditures.</i></p>

	<p><i>improvement for student learning outcomes.</i></p> <p><i>2) To develop the growth capacity for professional educators by enhancing professionalism, leadership opportunities, collaboration, and use of research based practices.</i></p> <p><i>Henry County will compensate the following areas:</i></p> <p><i>Instructional Leadership Team Members, Department Chairs, Grade Level Leaders and Cluster Leaders. (Currently, our district will compensate more than 50 positions). The compensation will range from \$500 to \$1,000 depending upon available funds.</i></p> <p><i>Identified additional roles and responsibilities:</i></p> <p><i>1) Instructional Leadership Team Members-Selected from each school's certified teacher pool. Each school will have from five to eight members on the Instructional Leadership Team. This team meets a minimum of one time per month. Their main duties are to analyze school-wide data, monitor the Action Steps of school, plan for school level professional development, and solicit input on teaching and</i></p>				
--	--	--	--	--	--

	<p><i>learning practices from the faculty as a whole</i></p> <p><i>2. Grade Level Leaders, Department Chairs, and Cluster Leaders-Teachers are identified for these roles by the Administrative Team. These roles are active in organizing and driving the work of Professional Learning Communities. This work entails organizing pacing guides, leading focused PLC Teams, and using weekly data to inform.</i></p>				
<b>Education</b>	<p><i>Henry County will recognize the following levels of education for our salary schedule:</i></p> <p><i>Bachelor's, Master's, Master's plus 30 Hours, and Advanced Degree. Teachers will receive additional pay for each level of education achieved upon documentation of their degree level. For anyone receiving compensation for any degree level above the Master's, prior approval must be obtained by a committee appointed by the Director.</i></p>	<p><i>Compensation for levels of education will be given as part of the teacher's annual salary. Our schedule was adjusted to reflect where the majority of our teachers fall currently.</i></p> <p><i>Levels of Pay for Education differ as follows:</i></p> <p><i>Master's Degree- \$3,600 over Bachelor's</i></p> <p><i>Master's Plus 30- Preapproved; \$2,200 above Master's</i></p> <p><i>Advanced Degree- Preapproved; \$2,800 above Master's Plus 30</i></p>	<p><i>All of our teachers are eligible.</i></p> <p><i>Currently, more than 55% of our teachers earn additional pay for degrees.</i></p> <p><i>We anticipate 10-15 teachers earning Master's or higher each year.</i></p>	<p><i>Currently, we pay more than \$600,000 for additional levels of education. We feel this will remain about the same due to staff retirements.</i></p>	<p><i>This represents 8% of our salary expenditures.</i></p>
<b>Experience</b>	<p><i>Our proposed salary schedule awards step increases for each year of experience up to year eighteen. Our salary schedule</i></p>	<p><i>See attached salary schedule. The steps are figured as a 1.35% increase on the base.</i></p>	<p><i>All teachers are eligible.</i></p>	<p><i>The annual step increase is 1.35% for each step. The cost for this step</i></p>	<p><i>The annual step increase represents approximately</i></p>

	<i>is attached. We hope to be able to add one year to our step increases as we move forward.</i>			<i>increase should be approximately \$120,000, depending on where personnel fall. In addition to this annual increase, (with state funds to provide a raise and local funds supplementing,) each teacher should also see an additional 2% increase in steps, totaling more than \$180,000</i>	<i>1% of our salary line item. The teacher raise represents approximately 1.5% of our salary line item.</i>
Other					