

2015-16 Jackson 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 payout 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)	<i>The District will offer a bonus in the hard to staff areas of secondary Math, Chemistry, Foreign Language and other areas that will be determined as need arises.</i>	<i>\$1,000 per year for the first year. Paid at the end of the year with evidence of satisfactory evaluation results and teachers in good standing. Teacher must be in attendance 95% of the time to qualify</i>	<i>Available to new teachers. It is an existing program.</i>	<i>\$3,000</i>	<i>The percent will be determined by available funds</i>
Performance	<i>The District will maintain its existing salary schedule.</i>	<i>Schools that meet or exceed 75% of state determined measures such as TVAAS (level 4 or 5) will be eligible for bonuses for teachers based on available new funds. Teachers not in attendance 95% of instructional days are not eligible.</i>	<i>All teachers are eligible. Based on last year's accountability data 30% of teachers will receive bonuses.</i>	<i>Available new funds from the State.</i>	<i>The percent will be determined by available funds</i>
Additional Instructional Roles or Responsibilities	<i>40 hours of approved extracurricular activities, before and after school tutoring, summer school, evaluation of peer teachers ,leading PLCs</i>	<i>Extracurricular = \$100 for 40 hours; tutoring = \$20 per hour; summer school = \$20 per hour; evaluation = \$1,000 per year; PLCs = amount determined by TAP</i>	<i>All teachers may participate in the extracurricular activities, tutoring, and apply for summer school. Trained individuals may evaluate their peers as</i>	<i>Title funds, 21st Century Community Learning Centers funds, GP funds, and TAP funds.</i>	<i>The percent will be determined by available funds</i>

		<i>program</i> <i>These are all extra pay, not a pay increase</i>	<i>requested by the administration. PLCs are lead by TAP trained individuals at our TAP school.**</i>	<i>The total is approximately \$72,000.</i>	
Education	<i>The District will maintain its existing salary schedule, including payment for advanced degrees.</i>	<i>Based on current salary schedule.</i>	<i>All teachers are eligible—48% of teachers have advanced degrees.</i>	<i>\$6,786,200</i>	<i>The percent will be determined by available funds</i>
Experience	<i>The District will maintain its existing salary schedule, including step increases for years of experience.</i>	<i>Based on current salary schedule.</i>	<i>All teachers are eligible for step raises up to the state maximum.</i>	<i>\$6,786,200</i>	<i>The percent will be determined by available funds</i>
Other					

****TAP Roles, Responsibilities and Compensation**

Master Teacher = \$9000 above salary

Mentor Teacher = \$4500 above salary

Principal (level 5) = \$3400

Level of Student Performance/Pay for Teacher

1	\$930
2	\$930
3	\$1042
4	\$2025
5	\$2475

RULES FOR DIFFERENTIATED PAY PLAN

- **The District Plan will be reviewed annually**
- **Eligible employees must hold a valid teaching license from the State of Tennessee to be eligible for bonus awards**
- **Employees must be supervised and evaluated by the principal or his/her designee of the campus where they are serving students**
- **Bonuses and incentive awards are not ensured to occur every year. They are contingent upon program funding.**
- **Employees must be continuously employed, with good attendance, until the last day of school to receive a bonus.**