



2015-16 Clarksville-Montgomery 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>1) CTE Teachers requiring Occupational License are placed at higher experience and education level on teacher salary schedule based on results of private sector market analysis</p> <p>2) Speech Pathologist are placed at higher experience and education level based on results of private sector market analysis</p> <p>3) Tuition Reimbursement CTE teachers requiring Occupational Licensure and Special Ed teachers requiring course work</p> <p>4) One-time bonus for designated hard to fill positions (Special Education: behavior support, hearing impaired, primary & intermediary modified</p>	<p>1) Compensation provided as base salary. Amount of increase dependent on course they are teaching and results of market analysis. See attached spreadsheet for placement on teacher salary schedule</p> <p>2) Compensation provided as base salary. Amount of increase dependent on numbers of years of experience. See attached spreadsheet for placement on teacher salary schedule</p> <p>3) Tuition Reimbursement</p> <p>4) Bonus- \$1,000 per eligible teacher</p> <p>5) \$2,000 supplement per teacher, math, science Special Education moving equal to or more than 100 miles</p>	<p>1) Total of 22 teachers are eligible and will receive a higher base salary</p> <p>2) Total of 22 Speech Pathologists eligible and will receive higher base salary</p> <p>3) Up to 15 per year, anticipating 5 for the 2015/2016 school year</p> <p>4) 246 (129 special ed, 7 middle school algebra, 59 high school math and 51 high school science)</p> <p>5) Up to 5 per year based on need and availability of applicants</p>	<p>1) \$152,000</p> <p>2) \$177,000</p> <p>3) 30,000</p> <p>4) 246,000</p> <p>5) 10,000</p>	<p>1) .0014%</p> <p>2) .0016%</p> <p>3) .00027%</p> <p>4) .0022%</p> <p>5) .0001%</p>

	and modified content area, and Middle School Algebra, High School Math & Science 5) Relocation Supplement for designated hard to fill positions				
Performance	n/a	N/A	N/A	N/A	N/A
Additional Instructional Roles or Responsibilities	1)CMCSS will compensate certified instructors serving as Consulting Teachers 2) CMCSS will compensate certified instructors serving as Technology Integration Coaches 3) CMCSS will compensate a certified school counselor to serve as a Lead School Counselor 4) STEM Externships 5) CMCSS will compensate certified teachers who serve as School Information Coordinator Volunteer Coordinators and Parent Ambassadors for their schools 6)CMCSS will compensate certified instructors working as site based induction Specialists 7) Certified staff will be compensated for work as Wellness Coordinators 8) Teacher professional development facilitator 9)Instructional Curriculum	1) Compensation will be a part of the teacher base pay. Consulting Teachers will receive pay for 260 days per year vs. 200 day teacher calendar 2) Compensation will be part of the teacher base pay. Integration Coaches will receive pay for 260 days per year vs. the 200 day teacher calendar. 3) Compensation will be part of the teacher base pay. Lead Counselor will receive pay for 220 days vs. 4) Additional pay will be added, \$500.00 for attending, \$500.00 for completing activities after externship completed. 5) Additional pay will be added, \$1,000 per year 6) Additional base supplement of \$450.00 will be added plus \$250.00 for each mentee	1) 12 certified teachers 2) 6 certified teachers 3) 1 certified teacher 4) 25 certified teachers 5) 114 certified teachers 6) 65 certified teachers 7) 38 certified teachers 8) 65 certified teachers 9) 225 certified teachers 10) 8 11) 4 certified teachers	1)204,000 2)102,000 3) 67,763 4) 25,000 5) 114,000 6) \$118,950 7) \$19,000 8) \$11,700 9) \$33,750 10) \$5,000 11)4,000	1) .0019% 2) .0009% 3) .0006% 4) .0002% 5) .0010% 6) .0011% 7) .0001% 8) .0001% 9) .0003% 10) .00004% 11) .00003%

	<p>Reviewers</p> <p>10) Advanced Placement Curriculum Design Team</p> <p>11) Teacher Leader Curriculum Specialist(K-2 Math, K-2 ELA; 3-5 Math and 3-5 ELA)</p>	<p>7) Additional supplemental of \$500.00 pay will be added</p> <p>8)Additional pay added, \$180.00 up to 6 hours per summer</p> <p>9) Additional pay added, \$150.00 up to 6 hours per summer</p> <p>10) Additional pay added, \$625.00 per teacher</p> <p>11) Additional supplement of \$1,000 per certified teacher</p>			
Education	<i>No changes to current schedule of 4 education lanes</i>				
Experience	<p>1) CMCSS is revising current teacher salary schedule from 24 steps to 25 steps with \$800.00 increase for each experience step</p>	<p>1) Compensation for each experience step will be part of base pay.</p>	<p>1) 225</p>	<p>1) 180,000</p>	<p>1).0014%</p>
Other	<p>1) CMCSS administrators are compensated based on their school size and grade level(s). Differentiation of schools is noted on attachment</p> <p>2) Teachers leading extra-curricular activities will be paid a supplement for additional time spent working with students</p>	<p>1) Compensation is added to base salary, and is dependent on school assignment and student enrollment on 20th school day of each year, on a yearly basis.</p> <p>2) Compensation is based on a set amount and number of years in position. See attached rate sheet</p>	<p>1) All school-based administrators are eligible for this differentiation (80)</p> <p>2)All certified employees are eligible. Currently 457 extracurricular positions</p>	<p>1) 100,212</p> <p>2) 1,351,343</p>	<p>1).00093%</p> <p>2) .012%</p>