

2015-16 Trousdale 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>Hard to Staff positions must achieve an individual TVAAS score of Level 3 (where applicable) or above to receive the annual Hard to Staff stipend.</p> <p>District Hard to Staff positions include:</p> <ul style="list-style-type: none"> • Special Education • High School Mathematics • High School Chemistry & Physics • High School Foreign Language • High School Language Arts • Speech Pathologist 	<p>Hard to Staff stipends shall be applied as a bonus.</p> <p>Stipends shall include:</p> <ul style="list-style-type: none"> • Special Education (moderate needs) = \$1,000 • Special Education (cognitive needs) = \$2,000 • High School Mathematics = \$2,000 • High School Chemistry & Physics = \$2,000 • High School Foreign Language = \$1,500 • High School Language Arts = \$1,000 • Speech Pathologist = \$10,000 	<p>All teachers who originally opted into the district's Strategic Compensation Plan in 2011-12 in addition to all teachers hired into the district since 2011-12 school year. *Estimated number of teachers: 24</p> <p>100% of the teachers are estimated to receive the award.</p>	\$30,000	.009%
Performance	<p>The district will compensate for (2) types of Performance Bonuses: 1) Individual and 2) School-wide.</p>	<p>Each award shall be applied as a bonus.</p>	<p>All teachers who originally opted into the district's Strategic Compensation Plan in 2011-12 in addition to all</p>	\$160,102	.05%

	<p>1) Individual</p> <p>Based off 1 year individual teacher TVAAS</p>	<p>1) Individual</p> <p>TVAAS Level 5 = \$1,500 TVAAS Level 4 = \$1,000 TVAAS Level 3 = \$500 TVAAS Level 2 = \$0 TVAAS Level 1 = \$0</p>	<p>teachers hired into the district since 2011-12 school year. *Estimated number of teachers: 73</p> <p>100% of the teachers are estimated to receive some portion of the award.</p> <p>1) Individual</p> <p>All teachers with individual TVAAS.</p>		
	<p>2) School-wide</p> <p>Based off annual school-wide incentives rubric. *see School Wide Benchmarks attachment</p>	<p>2) School-wide</p> <p>All teachers shall be eligible to earn up to \$2,000 in school-wide bonuses. Stage 2/3 teachers receive 100% of the award. Stage 1 teachers receive 50% of the award. *see School Wide Benchmarks attachment</p>	<p>2) School-wide</p> <p>All teachers that participate in the district's strategic compensation plan.</p>		

Additional Instructional Roles or Responsibilities	<p>District recognizes the need to build capacity through shared leadership practices.</p> <p>District leadership positions include:</p> <ul style="list-style-type: none"> • Learning Leaders • Grade Level / Department Chairpersons • Stage 3 Instructional Coaches 	<p>Stipends shall include:</p> <ul style="list-style-type: none"> • Learning Leaders = \$2,000 • Grade Level / Department Chairpersons = \$1,500 • Stage 3 Instructional Coaches = \$750; plus an additional \$250 for each TVAAS Level 3 teacher, \$500 for each TVAAS Level 4, and \$1,000 for each TVAAS Level 5 teacher. 	<p>All teachers regardless of their participation in the district's strategic compensation plan.</p> <p>*Estimated number of teachers: 27</p> <p>100% of the teachers are estimated to receive the award.</p>	<p>\$44,000</p>	<p>.01%</p>
Education	<p>Content Area Advanced Degree</p> <p>District shall compensate teachers for a Master's degree in the content area for which the teacher or principal presently serves.</p>	<p>Content Area Advance Degrees shall be compensated as a stipend in the amount of \$1,000 per year for (10) years for which the employee serves. Total payments shall not exceed \$10,000.</p>	<p>All teachers and principals who participate in the district's strategic compensation plan.</p> <p>*Estimated number of teachers: 1</p>	<p>\$10,000</p>	<p>.0003%</p>

			100% of the teachers are estimated to receive the award.		
Experience					
Principal / Instructional Supervisor Effectiveness	Principal and Instructional Supervisor Performance Bonus Using the same School-wide incentive rubric for teachers, Principals are paid a bonus contingent upon: 1) school-wide goals achieved, and 2) the Principal's summative evaluation score. Level 5 = 100% of the award Level 4 = 80% of the award Level 3 = 60% of the award Level 2 = 40% of the award Level 1 = 20% of the award *see School Wide Benchmarks attachment	Principals and Instructional Supervisors are paid a bonus up to \$5,000 for achieving annual academic goals contained within the school-wide performance rubric.	All Principals and Instructional Supervisors regardless of their participation in the district's strategic compensation plan. *Estimated number of administrators: 10 100% of the administrators are estimated to receive some portion of the award.	\$50,000	.015%