

2015-2016 Cheatham 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>The district will offer a bonus in the hard-to-staff areas as needed per school year. This may include, but not limited to, positions in secondary math, foreign language and Special Education. The district will determine the positions in late April, early May of each school year.</i></p>	<p><i>The award will be given as a three-part bonus. \$1,000 at the end of 1st year and an additional \$1,000 at end of the 2nd and 3rd school year when evidence of satisfactory evaluation results is also available.</i></p>	<p><i>This award will be available to new teachers to the district. The district typically hires 5-7 positions per school year in a hard to staff area.</i></p>	<p><i>The estimated total for this is \$21,000 (7 teachers at \$3,000 each over the course of 3 years).</i></p>	<p><i>This award makes up less than 1% of the district's annual salary costs.</i></p>
Additional Instructional Roles or Responsibilities	<p><i>The district will further its implementation of Mentor Teachers through the creation of a Mentor leadership role.</i></p> <p><i>Highly effective teachers (scores of 4 or 5) will receive a stipend to</i></p>	<p><i>The award will be given yearly in the form of a \$500 per mentee stipend.</i></p>	<p><i>Any teacher who receives a 4 or 5 on their evaluation would be eligible to apply for the position. District and school leaders will then screen for additional qualities such as</i></p>	<p><i>The estimated cost of these awards is \$30,000.</i></p>	<p><i>This award makes up less than 1% of the district's annual salary costs.</i></p>

	<i>mentor level 1 & 2 existing teachers.</i>		<i>leadership and mentoring skills.</i> <i>There will be an approximate total of 24 Mentor leaders in the district:</i> <ul style="list-style-type: none"> - 6 at the high schools, - 6 at the middle schools, - 12 at the elementary schools. 		
<i>Education</i>	<i>The district will continue to include Bachelor's, Master's, Master's +30, Ed. S, and Doctorate degrees for eligible base pay compensation as shown in the attached 2013 - 2014 salary schedule</i>	<i>Degrees will be awarded with base pay increase.</i>	<i>The district currently has 36% of its teachers with a Master's Level, 4% Master's +30, 4% Ed.S, and 1% Doctorate.</i>	<i>This estimated total cost of this element is \$710,000 per year.</i>	<i>This will comprise about 5% of district salary expenditures.</i>
<i>Experience</i>	<i>CTE – Will receive experience compensation based on their years of previous industry experience in their field.</i>	<i>The compensation will be given as a base pay increase.</i> <i>Each step in the scale is a \$672 increase.</i>	<i>21 teachers are currently teaching CTE classes and would be eligible. Currently we estimate that 5 teachers will receive this award.</i>	<i>\$20,000</i>	<i>This experience payment makes less than 1% of the districts expenditures on salary.</i>

	<table><tr><td>Years Industry Experience</td><td>=</td><td>Years of Teaching Exp.</td></tr><tr><td>0 – 3</td><td>=</td><td>1</td></tr><tr><td>4 – 6</td><td>=</td><td>2</td></tr><tr><td>7 – 10</td><td>=</td><td>3</td></tr><tr><td>11 – 13</td><td>=</td><td>4</td></tr><tr><td>14 +</td><td>=</td><td>5</td></tr></table>	Years Industry Experience	=	Years of Teaching Exp.	0 – 3	=	1	4 – 6	=	2	7 – 10	=	3	11 – 13	=	4	14 +	=	5				
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Experience	<p><i>The district will continue to award step increases for each year of experience until year 18.</i></p> <p><i>The attached salary schedule contains proposed amounts.</i></p>	<p><i>Each teacher will earn a yearly step increase for years of experience until year 18.</i></p>	<p><i>All teachers are eligible until they reach year 18.</i></p>	<p><i>The average step increase in the district is \$672 per year. The estimated cost is \$300,000</i></p>	<p><i>This experience payment makes up 2% of the districts expenditures on salary.</i></p>																		
Hard-to-Staff (School, Subject, or Placement)	<p><i>The district will expand the alternative school (and will change the name) from 5th – 12th to include Kindergarten – 4th. Teachers will teach the core subjects of ELA, Math, and the Social Sciences to students that need the extra attention not</i></p>	<p><i>Supplement of \$4,000 per year.</i></p>	<p><i>Any certified, subject specific educator may apply. The award will be based on the number of teachers needed to adequately meet the needs of the students. In the first year we anticipate giving 8 awards</i></p>	<p><i>The estimated cost is \$32,000 based on 8 teachers.</i></p>	<p><i>This award makes up less than 1% of the district’s annual salary costs.</i></p>																		

	<i>given in the regular school setting.</i>				
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