



## 2015-16 Sequatchie 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>
<b>Hard-to-Staff (School, Subject, or Placement)</b>	The district will reimburse teachers for course work and praxis in hard-to-staff subject areas with prior approval	Reimbursement only. Salary can be negotiated for new teachers in hard-to-staff subjects.	Estimated this will affect 2 teachers per year.	Praxis \$140.-\$250. Course work estimated at \$4000. Currently funded	.0005%
<b>Performance</b>	<p>Principals will receive bonuses based on school performance.</p> <p>The district has incorporated a new salary schedule that will use the score from TEAM to determine base pay. The teacher pay will be based on individual growth or composite score whichever is higher or for those who don't have individual growth the composite score will be used.</p>	<p>Principals: Level 1&amp;2 = \$0 Level 3 = \$1000 Bonus Level 4 = \$1500 Bonus Level 5 = \$2000 Bonus</p> <p>Assistant Principals will receive 50% of the principal's increase.</p> <p>The teachers will receive the following step pay increases to their base salary. Level 1&amp;2= \$0 Level 3= \$250.00 Level 4= \$500.00 Level 5= \$750.00</p>	<p>All principals and assistants principals are eligible. It is expected all principals will receive a bonus.</p> <p>All teachers (154) are eligible to receive a base pay change. 73% will receive step increases in 2014-15.</p>	<p>Principal &amp; Asst. Principal bonuses to be \$6,800. Yearly cost based on TN Achievement Test and EOC.</p> <p>The payout for 2014-15 was \$65,750.00.</p> <p>Level 1 and 2 teachers will receive the state salary increase + any local increases.</p>	.0009%

<b>Additional Instructional Roles or Responsibilities</b>	<p>Highly effective teachers (scores 4-5) will receive stipends to lead school level teams. Their responsibilities will include weekly meetings and monthly meetings.</p> <p><b>Subject Area Leaders:</b> The District implemented school-wide subject area leadership positions at each school. These leaders will review the data from benchmark assessments and will make needed changes to the curriculum and instruction in their buildings. The subject area leaders will meet with their teams monthly.</p>	<p>Teachers who have the added responsibility of Grade Level or Subject Area Team Leaders will receive \$1077 stipends. New Grade level leaders will receive \$1,000.</p> <p><b>\$1,000 stipend for school subject area leaders.</b></p>	<p>13 Grade Level Leaders</p> <p><b>12 Subject Area Leaders</b></p>	<p>Grade Level Leaders: \$14,001.</p> <p><b>Subject Area Leaders: \$13,000</b> Total: \$27,001.</p>	<p>This will comprise about .003% of district salary expenditures.</p>
<b>Education</b>	<p>The district will reimburse for Praxis Test and Course work in hard to staff areas. Master's, Ed.S, D.D/PhDs. will be eligible for step increases.</p> <p>National Board Certified Teachers will continue to receive a yearly stipend.</p>	<p>The reimbursement stipends will be given once proof of course is completed or Praxis is passed. Master's, Ed.S, and Ed.Ds/PhD's will be awarded with a base pay increase.</p> <p>NBCT will receive \$1000.00 a year as long as they remain certified by the National Board.</p>	<p>The district currently has 57% of teachers have advanced degrees. It is estimated at approx. 3 teachers a year will take extra Praxis at \$140-\$250.00 . The district may pay for course work for needed and hard to staff areas with tuition reimbursement stipends of \$2000.00. The District estimates 2 teachers will need course work.</p> <p>The District will reimburse the cost of National Board Certification Testing</p>	<p>Praxis= \$750.00</p> <p>Coursework= \$4000.00 Total- \$4750.00</p> <p>Advanced Degrees cost: \$29,000</p> <p>NBCT= \$1000.00 National Board Certification Test Cost: \$1250.00</p>	<p>.005%</p>
<b>Experience</b>					