



2015-16 Marshall 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 system will reimburse up to \$3,000 per fiscal year to any certified personnel currently employed by the system to obtain an add-on endorsement in a hard to staff subject (currently 9-12 math, 9-12 science, foreign language, special education, ELL and guidance). The employee will sign an agreement to reimburse the Board a certain percentage if they leave after the reimbursement in the next 4 years.</i></p>	<p><i>The compensation will be in the form of a reimbursement (paid through payroll). The teacher can receive up to \$3,000 in any fiscal year. The reimbursement will come after completion of the course and submission of final grades and receipt of payments made.</i></p>	<p><i>All certified employees are eligible. We estimate that 6 people will receive this.</i></p>	<p><i>\$18,000</i></p>	<p><i>Less than 1%</i></p>
Performance	<p><i>A stipend will be paid to teachers that receive the Teacher of the Year designation at the school, county, region and state level.</i></p>	<p><i>\$100 school level \$200 county \$300 regional \$500 statewide</i></p>	<p><i>All teachers are eligible. There will be 11 recipients at the school level and 3 at the county level guaranteed.</i></p>	<p><i>\$2,000 plus fixed charges</i></p>	<p><i>Less than 1%</i></p>

Additional Instructional Roles or Responsibilities	<p><i>1) A stipend will be given to “lead teachers” for each 9-12 school for each of the following areas: math (all 3 high schools), ELA (all 3 high schools), social studies (MCHS only) and Science (MCHS only). These teachers will lead PLCs and coordinate professional develop opportunities for teachers in the particular areas. To be eligible, the teacher must have an effect score of 4 or 5.</i></p>	<p><i>\$500 will be added to each teacher’s salary.</i></p>	<p><i>19 high school level teachers are either a 4 or 5 in the specified areas.</i></p>	<p><i>\$4,668 (\$500 for 8 teachers plus fixed charges)</i></p>	<p><i>Less than 1%</i></p>
	<p><i>2) We will pay create a 3 person ELA team and a 4 person Math team to embed the ACT standards into the high school ELA and Math curriculums. They will align the ACT standards to the TN state standards. They will also add standards not addressed in the state standards to our curriculum guides and some assessments. These teachers will track progress toward ACT goals in their building and provide assistance to teachers who are struggling with ACT standards. To be eligible, the teacher must have an effect score of 3, 4, or 5.</i></p>	<p><i>The teacher will be paid \$200 per day.</i></p>	<p><i>21 high school level teachers are a 3,4, or 5 in math or ELA.</i></p>	<p><i>\$4,084 (\$3,500 plus fixed charges)</i></p>	<p><i>Less than 1%</i></p>
Education					

Experience	<i>All employees receive a longevity bonus after five years of service.</i>	<i>The bonus is paid in October for the previous year. If an employee ends employment at the end of the school year, the longevity is paid with their last check. Teachers receive \$250 after completing 5 years of service. Each following year, they receive an additional \$50 per year of service with a maximum of \$1,000.</i>	<i>All of our employees are eligible to receive this bonus.</i>	<i>\$203,857(174,700 plus fixed charges)</i>	<i>Slightly less than 1%</i>
Other					