

2016-17 Differentiated Pay Plan Submission Template

Purpose of this Document

- The document includes two required sections where districts will describe their proposed **2016-17 differentiated pay plans and 2015-16 implementation update**. Please enter the district's 2016-17 differentiated pay plans into the required template. All districts are required to resubmit their differentiated pay plan even if no changes are being made.

Helpful Submission Tips

- **All salary schedules must be submitted as EXCEL files. Save file as "DistrictNameSalaryScheduleFY17."**
- Districts can propose an **alternative salary schedule** for 2016-17 as their differentiated pay plan AND will need to complete a short addendum, found [here](#).
 - For example, if the district is no longer recognizing advanced degrees as aligned to the state's minimum salary schedule, these changes to the district salary schedule must be approved by the State Board of Education.
 - For districts with an existing, approved alternative salary schedule, please contact Sylvia Flowers (Sylvia.Flowers@tn.gov) if the district is considering making any changes to its current salary schedule.
- A complete copy of the differentiated pay policy can be found [here](#). See Section III for a list of the common differentiated pay terms used throughout this document.

All differentiated pay plans and salary schedules should be submitted to Compensation.Questions@tn.gov no later than **June 30, 2016**. The department will post the final differentiated pay plans and salary schedules [here](#) on the website.

I. 2016-17 Differentiated Pay Plan (Required Section)*

Directions: Please insert your district's name at the top of the table. For each element of the district's differentiated pay plan, use the table below to provide a description of how the district will differentiate pay. The plan must include **at least one** of the elements listed below in the left-hand column. Please add rows or repeat differentiated pay elements as needed. As a reminder, **education and experience do not qualify as a type of differentiated pay**. See the supplemental documents tab on the [website](#) to view a sample table that contains an example of each type of differentiated element. A complete list of differentiated pay definitions is available in Section III of the document.

Differentiated Element	Description	Compensation Type and Size	Reach	Estimated Cost	Estimated Salary Expenditures
	Describe how the district will differentiate for this element. Include the eligibility criteria for receiving the award (such as minimum attendance or evaluation score).	Will the compensation be given as a bonus or a base pay increase? How much will qualifying teachers receive?	Eligibility: How many teachers are eligible for this type of compensation? Forecasted participation: How many teachers do you estimate will receive the award?	How much does the district estimate it will pay out for this differentiated pay element?	What percentage of salary expenditures (excluding benefit costs) does this element cover?
Hard-to-Staff (School, Subject, or Placement)	The district will offer a pay supplement in the hard-to staff area of school psychologist and speech pathologist.	This award of \$3000 will be distributed equally across the pay period.	This award will be available to any new teachers in the district. At this time, there are no open positions. Existing teachers (4) in the subjects defined will be eligible for the same pay supplement.	The estimated total for this is \$12,000 (4 teachers at \$3000 each)	The award makes up less than 1% of the district's annual salary costs.
Performance					
Additional Instructional Roles or Responsibilities					
Education *					
Experience *					
Other					

** Education and experience are not differentiated pay elements and do not count toward the mandated criteria.*