

| Moore County | | | | | |
|--|---|--|--|--|---|
| 2016-17 Differentiated Pay Plan | | | | | |
| 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) | <i>Compensation for difficult to staff subjects depending on number of applicants for available positions.</i> | <i>Pay Increase</i> | <i>Varies based on teacher turnover.</i> | <i>\$5,000-\$10,000</i> | <i>Less than 5%</i> |
| Performance | | | | | |
| Additional Instructional Roles or Responsibilities | <i>Lead teachers will receive additional compensation.</i> | <i>Stipend. \$1,050</i> | <i>All teachers with an overall evaluation of 3 will be eligible to be selected as lead teachers. As many as 20 will be selected.</i> | <i>\$15,000</i> | <i>Less than 5%.</i> |
| <i>Education*</i> | Education and experience are not differentiated pay elements and do not count toward the mandated criteria and therefore are not a part of our differentiated pay plan. | | | | |
| <i>Experience*</i> | | | | | |
| Other | | | | | |

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

2016-17 Moore County Differentiated Pay Plan

The core elements of a plan for Moore County are listed below. There may be other items added in terms of communication, eligibility and funding.

Goals

To offer more competitive salaries to teachers in difficult to fill positions.

To supplement the salaries for teachers assigned to additional roles and responsibilities to improve instructional capacity within the schools.

Hard to Staff Areas

The Moore County Department of Education will designate vacant teaching positions as “difficult to fill” based on 2 or fewer applicants for a vacant position.

The Director of Schools is authorized to pay a salary up to 5 levels above the years of experience of a certified teacher and/or one category above that required by the teacher’s degree in positions designated as “difficult to fill”.

Additional Roles and Responsibilities

- 1) Moore County will compensate teachers for providing additional instructional support by performing additional duties in order to build capacity and increase teacher effectiveness.
- 2) All duties will be required to be aligned to the district’s strategic plan as well as the state accountability model.
- 3) Roles and responsibilities will be defined annually with written job descriptions and an evaluation component to be required.
- 4) Examples of these roles and duties could be, but are not limited to: mentors, collaborative learning leaders, core content specialists, developing classroom assessments, etc.

Compensation Guidelines

- 1) All compensation amounts will be defined with a minimum level of \$100 and not to exceed \$2,000 annually. The level of compensation will not be based on an hourly rate.

All time to be compensated must occur outside the time defined in the annual contract.

Funding

There will be two areas identified for funding:

- 1) Current expenditures in the 2016-17 fiscal year for hard to staff positions and additional roles and responsibilities.
- 2) A designated percentage of funds identified for salary improvement from TDE in 2016-17. This does not include any BEP increases created or other BEP improvements outside those designated as salary improvement funding. These funds will be designated to fund the areas previously identified.

General Notes

- 1) All components of this plan are subject to available federal, state and local funding being at current levels.
- 2) All components of this plan are also subject to local board approval and approval of the budget by the local funding body.
- 3) This plan is subject to review annually and only commits Moore County for the 2016-17 fiscal year.

Proposed Salary Schedule for 2016-17:

| | | |
|--|------------|---|
| | Levels | Coincide with years of experience unless a teacher is granted an advancement in levels ahead of years of experience as part of a differentiated pay plan. |
| | Categories | A: Bachelor's degree. |
| | | B: Advanced Degree, but can be granted as a part of a differentiated pay plan. |
| | | C: MA+30 (For those that already have these credit hours) or can be granted as a part of a differentiated pay plan |
| | | D: Multiple advanced degrees (Additional Master's degree, EdS, or EdD) or can be granted as a part of a differentiated pay plan. |