

Knox County Schools					
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?
<b>Hard-to-Staff (School, Subject, or Placement)</b>	KCS will offer a signing bonus in the hard to staff subject areas of World Languages, Advanced Mathematics, Chemistry, Physics, and student support areas of Special Education, and English as a Second Language.	The \$3,000.00 bonus is given in November. Teachers, who leave before the end of the school year, must repay \$2,500 to the district. If they leave before the end of year two, they owe 2,000.00 or before the end of year three, they must repay \$1,000.00.	Approximately 90 teachers will benefit from the signing bonuses.	\$270,000	Less than 1%

	KCS will offer tuition assistance in the hard to staff subject areas of World Languages, Advanced Mathematics, Chemistry, Physics, special education, and English as a Second Language to current KCS educators who are pursuing course work to become certified to teach in these areas.	Up to \$1,200.00 per semester with a max of \$2,400.00 per year.	All employees are eligible to apply to receive the reimbursement upon verification they have been accepted into a program and are taking the articulated courses for licensure in a high need subject area. Approximately 40 teachers will receive the funding.	\$100,000	Less than 1%
	Extend work agreements from 200 days to 221 days for I-Zone School staff and Career Magnet Teachers.	Approximately \$5,250 per teacher.	Approximately 300 I-Zone School teachers will receive the extended work agreement.	\$1,827,788	Less than 1%
	Extend work agreements from 200 to 211 days for Austin East High School and Fulton High School teachers.	Approximately \$2,750 per teacher.	Approximately 170 teachers at Austin East and Fulton will receive the extended work agreement.	\$542,534	Less than 1%
	Extend work agreements from 221 days to 255 days for Vine Magnet Middle School Assistant Principals and Sarah Moore Greene Assistant Principals.	Approximately \$10,200.	All 6 assistant principals at these two schools will receive the extended work agreements.	\$71,023	Less than 1%

	Extend work agreements from 200 to 205 days for Richard Yoakley Transition School, Knoxville Adaptive Education Center, and Ridgedale Alternative School teachers.	Approximately \$1,250.	Approximately 76 teachers at Richard Yoakley Transition School, Knoxville Adaptive Education Center, and Ridgedale Alternative School will receive the extended work agreement.	\$95,017	Less than 1%
<b>Performance</b>	There will be no APEX or TAP bonus earned in the 2016-17 School year.				
<b>Additional Instructional Roles or Responsibilities</b>	<b>Instructional Coaches (Numeracy, Literacy, Gifted Talented and T-Pack Coaches)</b>  All appropriately professionally licensed teachers may pursue these positions. Teachers selected will have performance scores at above expectations or significantly above expectations.	Base salary compensation for the role will average \$59,000.00.	There will be 137 instructional coaches for 2016-17 school year.	General Purpose \$6,100,000  Federal Grants \$2,000,000	Approximately 2% of general purpose budget
	<b>Special Education Mentor Coaches</b>  All appropriately professionally licensed teachers may pursue these positions. Teachers selected will have performance scores at above expectations or significantly above expectations.	Base salary compensation for the role will average \$59,000.00.	There will be 8 Special Education Mentor Coaches for the 2016-17 school year.	\$472,000	Less than 1% of general purpose budget

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

	<b>I-Zone Facilitators</b>  All appropriately professionally licensed teachers may pursue these positions. Teachers selected will have performance scores at above expectations or significantly above expectations.	Base salary compensation for the role will average \$59,000.00.	There will be 5 I-Zone Facilitators in I-Zone schools for the 2016-17 school year.	\$295,000	Less than 1% of general purpose budget
	<b>Master Teachers</b>  All appropriately professionally licensed teachers may pursue these positions. Teachers selected will have performance scores at above expectations or significantly above expectations.	Base salary compensation for the role will average \$59,000.00.	There will be 25 Master Teachers for the 2016-17 school year.	General Purpose \$1,015,000  Federal Grants \$460,000	Less than 1% of general purpose budget
	<b>Lead Teachers</b>  All appropriately professionally licensed teachers may pursue these positions. Teachers selected will have performance scores at above expectations or significantly above expectations.	\$2,500 per position	There will be 336 lead teachers for the 2016-17 school year.	\$840,000	Less than 1%
	<b>Portfolio Assessment Specialist</b>  All appropriately professionally licensed teachers may pursue these positions when they teach in a subject area or grade level using the Tennessee Alternative Growth Measurement Portfolio Process.	\$1,250 Stipend	There will be 35 classroom teachers serving as Portfolio Peer Reviewers in 2016-17.	\$44,000	Less than 1%

## II. Implementation Update on 2015-16 (Required Section)\*

	<b>PD Specialist</b>  All appropriately professionally licensed teachers may pursue these positions. Teachers selected will have performance scores at above expectations or significantly above expectations.	\$2,500 Stipend	Approximately 20 teachers with Level of Effectiveness Scores of Above Expectations or higher will provide training on the TEAM Instructional Rubric and/or the portfolio assessment rubrics.	\$62,500	Less than 1%
<b>Education*</b>	The district will continue to offer a 5 lane salary schedule (Bachelor-Doctorate) as shown in the attached 2015-16 salary schedule.	Teachers will see on average salary increase of approximately \$2,300 increase when moving up one lane.	Approximately 5,010 educators are eligible with 115 completing a higher degree.	\$325,000	Less than 1%
<b>Experience*</b>	The district will continue to award step increases for each year of experience through 21 years.	Each teacher will earn an annual step increase for each year through 21 years of experience.	Approximately 3,727 teachers with less than 21 years of experience are eligible and will receive a step increase.	\$2,703,000	Approximately 1%
<b>Other</b>					

Please provide information regarding the amount and number of stipends or awards that were paid to teachers in 2015-16.