

Putnam County School System					
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)	<p><u>Hard-to-Staff:</u></p> <p>As a district we accept the fact that certain classes are more difficult to staff. In recognition of this challenge, the Putnam County School System Model offers the following:</p> <p><u>Annual Stipend:</u></p> <p>An annual stipend of \$1,500 for positions deemed hard-to-staff due to specialized skills and demands of the position such as TRACS (Training in Responsibility, Accountability and Coping Skills)</p>	<p><u>Hard-to-Staff:</u></p> <p>The \$1,500 stipend will be divided by 12 and paid in equal increments in each monthly payroll.</p>	This award will be available to new teachers as well as the existing teachers (6) already assigned to a hard-to-staff position.	The estimated total for this is \$9,000 (6 teachers at \$1,500 each).	This award makes up less than 1% of the district's annual salary costs.

	<p>behavioral special education classes.</p> <p><u>Signing Bonus:</u></p> <p>A one-time payout of \$2,500 for positions deemed hard-to-staff according to annual job market analysis each school year.</p>	<p><u>Signing Bonus:</u></p> <p>The \$2,500 stipend will be paid in the first payroll following employment</p>		<p><u>Signing Bonus:</u></p> <p>The estimated total for this is \$10,000 (4 teachers at \$2,500 each).</p>	<p><u>Signing Bonus:</u></p> <p>This award makes up less than 1% of the district's annual salary costs.</p>
Performance	<p><u>Base Pay 2016-017:</u></p> <p>The district will incorporate a salary schedule that uses TEAM Components criteria to determine base pay changes.</p> <p>Teachers earning a Level 3 on the TEAM qualitative rubric will earn a base pay increase of \$500; a Level 4 = \$625; and a Level 5=\$750.00. If the educator's Teacher Effectiveness Index from TNCompass is higher, the educator will receive the most favorable increase.</p> <p>Teachers earning a Level 2 of Teacher Effectiveness in TNCompass will be eligible for a \$250 base pay increase if their qualitative teacher observation average is 3.5 or higher.</p> <p>Those teachers receiving a one (1)</p>	<p><u>Base Pay 2016-017:</u></p> <p>Base Pay awards are cumulative. The base pay amount is divided into 12 equal amounts and distributed in monthly payroll checks.</p>	<p><u>Base Pay 2016-017:</u></p> <p>All teachers are eligible to receive the award.</p> <p>Based on the last two years of evaluation data, the district anticipates 80% of teachers will receive a base pay increase.</p>	<p><u>Base Pay 2016-17</u></p> <p>The district anticipates the total cost of the Base Pay increase to be \$545,445 based on last year's evaluation data.</p> <p>NOTE: This is the actual amount from 2015 + 15% = \$545,445</p> <p>Removing base pay increases for Level 1 teachers will support sustainability.</p>	<p><u>Base Pay 2016-17</u></p> <p>Total Base Pay will form close to 97.5% percent of salary costs, with the exception of system-wide employees and career ladder and other supplements.</p>

	<p>will not increase their base pay.</p> <p>Putnam County School System Base Pay Entry Scale 2016-2017:</p> <p>Entry Level I 0-5 years = \$37,316</p> <p>Entry Level II 6-10 years=\$39,866</p> <p>Entry Level III 11-15 years = \$41,991</p> <p>*Entry Level IV 16+ years =</p> <p style="padding-left: 40px;">\$44,116</p> <p>*Putnam will accept Teacher Effect Levels up to three (3) years when entering the district and reward additional compensation accordingly to each Base Pay Entry Level as long as the experience has been in a Tennessee Public School System and documented in TNCompass.</p> <p><u><i>Sustained Success:</i></u></p> <p><i>*Effective with the Beginning of the 2016-2017 school year (based on experience only in the Putnam County School System):</i></p> <p>Every third year (i.e., 3, 6, 9, 12 years) of employment with PCSS, an educator will have the opportunity</p>				
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	to advance \$125, \$250, or \$500. The calculation will be a simple average of the educator's Teacher Effectiveness Index during that three-year period. An educator with an average 3.5-3.99 will receive an additional increase of \$125; 4.00-4.49 an additional \$250; and 4.50-5.00 an additional \$500.	A full description of the schedule (Board Approved Base Salary 2016-2017) is attached in the addendum.			
<p>LEARNING AND LEADERSHIP:</p> <p>Additional Instructional Roles or Responsibilities</p>	<p>The district will continue the mentorship program to support teachers, making improvements as needed.</p> <p>Highly effective teachers with Teacher Effectiveness Levels of 4-5 will receive a stipend to lead and facilitate the program.</p> <p><u>Mentor</u></p> <p>Mentor Teacher goals entail helping novice teachers gain competencies, confidence, realistic values, experience, and grow into fully qualified and fully satisfied teachers.</p> <p><u>Fully qualified</u> means that both new teachers and experienced teachers new to the district can demonstrate competency with the professional</p>	The award for Mentoring teachers will be given annually in the form of a \$500 stipend.	Any teacher who receives a TEAM Evaluation Summative (Index Composite Score) Score of 4- 5 or, if applicable, TVAAS Composite Score of 4-5, and/or Principal's recommendation would be eligible to apply for the position of Mentor. District and school leaders will then screen for additional qualities like leadership and facilitation skills.	<p>The estimated cost of these awards is</p> <p>\$84,500</p> <p><u>Mentors -</u> \$75,000</p>	This award makes up less than 1% of the district's annual salary costs

	<p>performance standards identified by the district and can, therefore, have a significant impact on student learning.</p> <p><u>Fully satisfied means</u> that both new teachers and experienced teachers new to the district feel supported, valued, and productive as people and professional educators and, therefore, not only stay in the teaching profession but continue to teach in the schools to which they are assigned.</p> <hr/> <p><u>Lead Mentor</u></p> <p>The Lead Mentor Teacher oversees and organizes activities between mentors and mentees at each individual school site. Their goal is to assist educators in building their capacity for supporting new teachers in ways that help them to be fully qualified and fully satisfied.</p>		<p>There will be approximately 150 mentors distributed throughout the 18 school sites in the district.</p> <hr/> <p>Any teacher who receives a TEAM Evaluation Summative (Index Composite Score) Score of 4- 5 or, if applicable, TVAAS Composite Score of 4-5, and/or Principal's recommendation would be eligible to apply for the position of Lead Mentor. District and school leaders will then screen for additional qualities</p>	<hr/> <p><u>Lead Mentors -</u> \$9,500</p>	
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			<p>like leadership and facilitation skills.</p> <p>There will be a total of 19 Lead Mentors in the district:</p> <p>4 at the high school level,</p> <p>4 at the middle school level,</p> <p>11 at the elementary level.</p>		
<i>Education*</i>	The district will include Bachelor's degrees for eligible base pay compensation as shown in the attached 2016-2017 salary schedule.		<p>*Degree stipends are limited to two including active National Board Certification for a maximum payout of \$5,000 to be divided and paid in equal amounts in the monthly payroll.</p>	The estimated total cost of this element is \$192,250 per year.	This will comprise less than 1% percent of district salary expenditures.

	<p>National Board Certification Scholarship– Initial Fee Reimbursement</p>		<p>National Board Certification Scholarships will be limited to five (5) per year.</p> <p>The district currently has 15% of its teachers with an advanced degree.</p> <p>All teachers are eligible to receive the award.</p>	<p>NBC Scholarships</p> <p>\$10,000</p>	
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Experience*	<p>Experience will only be considered when a new employee enters the district.</p> <p>Putnam County Base Pay Entry Scale 2015-2016:</p> <p>Entry Level I 0-5 years = \$37,316</p> <p>Entry Level II 6-10 years=\$39,866</p> <p>Entry Level III 11-15 years = \$41,991</p> <p>*Entry Level IV 16+ years = \$44,166</p> <p>The district will no longer continue to award step increases solely based on years of experience.</p>				
Other					

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