

Sequatchie 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>	The district will reimburse teachers for course work and praxis in hard-to-staff subject areas with prior approval	The district will reimburse teachers for course work and praxis in hard-to-staff subject areas with prior approval	Estimated this will affect 2 teachers per year.	Praxis \$140.- \$250. Course work estimated at \$4000. Currently funded	.0005%
<b>Performance</b>	Principals will receive bonuses based on school performance.	<p>Principals:  Level 1&amp;2 = \$0  Level 3 = \$1000 Bonus  Level 4 = \$1500 Bonus  Level 5 = \$2000 Bonus  Assistant Principals will receive 50% of the principal's increase.</p> <p>Teachers:  Teachers scoring a composite score of on 3,</p>	All principals and assistants principals are eligible. It is expected all principals will receive a bonus.	<p>All principals and assistants principals are eligible. It is expected all principals will receive a bonus. \$6750.00</p> <p>Level 1 &amp; 2 Teachers will the</p>	.0006%

	Teachers will receive step increases to their base pay based on TN Compass Composite Scores.	4, and 5 on TN Compass will receive step increases to their base pay. Level 1-2 = 0 no step Level 3 = \$250.00 1 step Level 4 = \$500.00 2 steps Level 5 = \$750.00 3 steps	All teachers (161) are expected to receive a base pay change.	receive the state increases + any local increases  Estimating all teachers are Level 4: \$80,500.00	
<b>Additional Instructional Roles or Responsibilities</b>	Highly effective teachers (scores 4-5) will receive stipends to lead school level teams. Their responsibilities will include weekly meetings and monthly meetings.  Subject Area Leaders: The District implemented school-wide subject area leadership positions at each school. These leaders will review the data from benchmark assessments and will make needed changes to the curriculum and instruction in their buildings. The subject area leaders will meet with their teams monthly.	Teachers who have the added responsibility of Grade Level or Subject Area Team Leaders will receive \$1077 stipends. New Grade level leaders will receive \$1,000.  \$1,000 stipend for school subject area leaders.	13 Grade Level Leaders  12 Subject Area Leaders	Grade Level Leaders: \$13,847.00  Subject Area Leaders: \$12,000 Total:\$25,847.00	This will comprise about .003% of district salary expenditures.
<b>Education*</b>	The district will reimburse for Praxis Test and Course work in hard to staff areas.	The reimbursement stipends will be given once proof of course is	It is estimated at approx. 3 teachers a year will take extra Praxis at \$140-\$250.00	Praxis=\$750.00	.005%

	<p>Master's, Ed.S, D.D/PhDs. will be eligible for step increases.</p> <p>National Board Certified Teachers will continue to receive a yearly stipend + will reimburse cost of certification test once passed.</p>	<p>completed or Praxis is passed.</p> <p>Master's, Ed.S, and Ed.Ds/PhD's will be awarded with a base pay increase.</p> <p>NBCT will receive \$1000.00 a year as long as they remain certified by the National Board.</p>	<p>The district may pay for course work for needed and hard to staff areas with tuition reimbursement stipends of \$2000.00. Approx. 3 teachers are expected</p> <p>The district currently has 57% of teachers have advanced degrees.</p> <p>The district has 1 NBCT Teacher.</p>	<p>Coursework= \$4000.00 Total-\$4750.00</p> <p>Advanced Degrees cost: \$29,000</p> <p>NBCT=\$1000.00 National Board Certification Test Cost: \$1250.00</p>	
<b>Experience*</b>					
<b>Other</b>					

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