

a. Salary Schedule

Include both the proposed salary schedule and a description of the following:

Rather than a salary schedule, each teacher's pay will be differentiated by their current pay and their performance. This will be figured each year using a script developed by our Finance Department. We have run the script and verified its accuracy for each individual teacher. Attached is a spreadsheet with the overall cost to the system for each of the first three years.

- How will base pay changes be determined?

Base pay will be set at \$38,000 in 14-15.

In 15-16 there will be a performance component in the base pay:

- ***New Base Pay (Teachers with TEAM or Individual Growth Score of 1 or 2 will remain the same as their 2014–15 salary)***
 - ***Base to \$39,000 (New hires without TEAM scores, or TEAM score of 3, or TEAM scores of less than 3 years)***
 - ***Level 4 = \$40,000 (if 3 year average TEAM Score of 4)***
 - ***Level 5 = \$41,000 (if 3 year average TEAM Score of 5)***

In 16-17 there will be a performance component in the base pay:

- ***New Base Pay (Teachers with TEAM or Individual Growth Score of 1 or 2 will remain the same as their 2015-16 salary)***
 - ***Base to \$40,000 (New hires without TEAM scores, or TEAM score of 3, or TEAM scores of less than 3 years)***
 - ***Level 4 = \$41,000 (if 3 year average TEAM Score of 4)***
 - ***Level 5 = \$42,000 (if 3 year average TEAM Score of 5)***

- Will existing employees have an opt-out provision for the alternative salary schedule? If so, when will all employees transition to the alternative salary schedule?

No.

- How will the following groups be placed on the alternative salary schedule?:

- Existing district employees
 - Current 2013-14 Salary plus any performance increase that is earned according to the plan above OR,
 - For those teachers who have a TEAM/TVAAS score of 3, 4, or 5 and make less than \$39,000, we will move them up to the base pay OR
 - Teachers with a TEAM or Individual Growth Score (TVAAS)score of a 1 or 2 will remain at the 2013-2014 pay amount.
- Educators new to teaching with zero years of experience
 - In the initial year, they will come in at the Base pay of \$39,000.
 - In the second year, they will come in at:
 - The Base pay (\$39,000) OR
 - If they have 3 years of TEAM scores which average a 4, they will come in at base pay plus \$1,000 (\$40,000) OR
 - If they have 3 years of TEAM scores which average a 5, they will come in at base pay plus \$2,000 (\$41,000)
 - In the third year, they will come in at:
 - The Base pay (\$40,000) OR
 - If they have 3 years of TEAM scores which average a 4, they will come in at base pay plus \$1,000 (\$41,000) OR
 - If they have 3 years of TEAM scores which average a 5, they will come in at base pay plus \$2,000 (\$42,000)
- Educators new to the district but with prior experience
 - They will come into the district using the same formulas as above: base pay or base pay plus a performance component
 - *However, hard to staff positions (defined as a minimal number of applicants) will be hired using the following base pays:*

b. Eligibility Criteria

A. To receive compensation, teachers must have a TEAM score, with the following exception

- **Teachers hired for part-time positions are eligible for an increase in their base pay proportional* to their time worked if they have TVAAS scores or a manually figured TEAM score. (These teachers would be PYE in CODE. If they have their own TVAAS scores, we will use that figure. If not, we will manually figure a TEAM score using their observation scores, achievement selection, and school wide growth selection.)**
**Ex.: If a teacher works 50% of the time, they are eligible for 50% of the increase amount.*
- **Teachers who are PYE due to extended leaves of absence will not have a TEAM score and will not be eligible for a performance increase**
- **Teachers who are PYE due to late hires will not have a TEAM score and will not be eligible for a performance increase**

- B. New hires who have experience in other Tennessee counties but who do not show proof of their former scores will be hired at the base pay instead of the base pay for 3 years of Level 4 or 5 teaching. Upon proof of their scores, we would increase to the Level 4 or 5 base pay with back pay if they meet the requirements.***
- C. Teachers that resigned and then wanted to come back to us would be brought back at the current base pay OR their salary when they last worked for us, whichever is higher.***
- D. We are no longer increasing pay for advanced degrees. However, for those teachers in the advanced degree pipeline as of January, 2014, upon completion of the advanced degree, we will increase their base pay by \$3,000 if they advanced one lane (Bachelors to Masters, for example) or by \$4,000 if they advanced two or more lanes (Masters to EDS, for example). The following rules apply to this offer:***
- They must have started the program by January, 2014.***
 - They must stay in the program with no lapse until they complete the degree.***
 - They must finish the program and receive the advanced degree by June, 2016.***