

Trousdale County School System

Strategic Compensation Plan

2015-16 School Year



A. ENTRY LEVEL SALARY

BACHELOR

0 years	\$32,500
1-5 years	\$33,500
6-10 years	\$34,690
11+ years	\$38,085

Advanced Degree

0-5 years	\$34,915
6-10 years	\$38,530
11+ years	\$42,390

Baseline salary is established at the time of initial employment.

Entry Level Salary employees DO NOT transfer from bands based of degrees and years experience.

Baseline salary for current employees was established in the 2011-12 SY.

B. ANNUAL BASE PAY

Determined annually by each teacher's Summative Teacher Evaluation Score in decimal form.

< 3.49	0%
3.5 - 3.99	1.45%
4.0 - 4.49	1.70%
4.5 - 4.74	1.95%
4.75 >	2.20%

**Teachers employed as of SY 2011-12 with more than 19 years experience are not eligible for annual base pay increase but shall be eligible for all bonuses and awards based on program funding.*

***NO annual base pay increases are extended to employees beyond 30 years experience.*

C. CONTENT AREA ADVANCED DEGREE

Only a Master's Degree in the content area for which the teacher or principal presently serves shall be awarded.

The employee shall be paid a stipend of \$1,000 for (10) years for the content related master's degree and total payments shall not exceed \$10,000.

Content area is defined as the assignment for which the teacher / principal serves annually.

D. SCHOOL-WIDE BONUS:

Each teacher may receive a school-wide bonus not to exceed \$2,000

Teacher bonuses shall be determined by the % of benchmarks achieved by the school during the academic year from the School-wide Benchmarks Rubric.

Stage 2 & 3 - Teachers shall receive 100% of the determination

Stage 1- Teachers shall receive 50% of the determination

Teachers \$2,000 Stage 1 Stage 2 & 3

Benchmarks	Award	50%	100%
13	\$2,000	\$1,000	\$2,000
12	\$1,846	\$923	\$1,846
11	\$1,692	\$846	\$1,692
10	\$1,538	\$769	\$1,538
9	\$1,385	\$692	\$1,385
8	\$1,231	\$615	\$1,231
7	\$1,077	\$538	\$1,077
6	\$923	\$462	\$923
5	\$769	\$385	\$769
4	\$615	\$308	\$615
3	\$462	\$231	\$462
2	\$308	\$154	\$308
1	\$154	\$77	\$154

(see **School-wide Benchmarks Rubric** for school-wide performance measures)

E. INDIVIDUAL TEACHER PERFORMANCE:**Elementary School**

Kindergarten	<i>1st grade SAT-10 Reading (Above Predictions)</i>	\$750
1st grade Reading	Level 5	\$1,500
	Level 4	\$1,000
2nd grade Reading	Level 5	\$1,500
	Level 4	\$1,000
3rd grade Reading	Level 5	\$1,500
	Level 4	\$1,000
	Level 3	\$500
4th grade Reading	Level 5	\$1,500
4th grade Reading	Level 4	\$1,000
4th grade Reading	Level 3	\$500
4th grade Math	Level 4+	\$500
5th grade Reading	Level 5	\$1,500
5th grade Reading	Level 4	\$1,000
4th grade Reading	Level 3	\$500
5th grade Math	Level 4+	\$500

Middle School

Level 5	\$1,500
Level 4	\$1,000
Level 3	\$500

High School**Algebra I**

Level 5	\$1,500
Level 4	\$1,000
Level 3	\$500

Algebra II

Level 5	\$1,500
Level 4	\$1,000
Level 3	\$500

Chemistry

Level 5	\$1,500
Level 4	\$1,000
Level 3	\$500

Biology I

Level 5	\$1,500
Level 4	\$1,000
Level 3	\$500

English I

Level 5	\$1,500
Level 4	\$1,000
Level 3	\$500

English II

Level 5	\$1,500
Level 4	\$1,000
Level 3	\$500

English III

Level 5	\$1,500
Level 4	\$1,000
Level 3	\$500

US History

Level 5	\$1,500
Level 4	\$1,000
Level 3	\$500

F. HARD TO STAFF POSITIONS: (TVAAS Level 3+ if individual value-added is available)

Special Education (Moderate Needs)	\$1,000
Special Education (Cognitive Needs)	\$2,000
High School Math	\$2,000
High School Chemistry/Physics	\$2,000
High School Foreign Language	\$1,500
High School Language Arts	\$1,000

*Teacher shall receive ONLY 50% of award until proper license and endorsement is obtained.

G. TEACHER LEADERS:

Learning Leaders (11)	\$2,000
Elementary School Grade Level Chairpersons (12)	\$1,500
Middle School Math Department Chairperson (1)	\$1,500
Middle School ELA Department Chairperson (1)	\$1,500
Middle School Science Department Chairperson (1)	\$1,500
Middle School Social Studies Department Chairperson (1)	\$1,500
High School Math Department Chairperson (1)	\$1,500
High School ELA Department Chairperson (1)	\$1,500
High School Science Department Chairperson (1)	\$1,500
High School Social Studies Department Chairperson (1)	\$1,500
High School CTE Department Chairperson (1)	\$1,500

**Applicable to both strategic & non-strategic compensation participants*

H. INSTRUCTIONAL COACHES:

Elementary School Stage 3 Coaches (4)	\$750
Middle School Stage 3 Coaches (2)	\$750
High School Stage 3 Coaches (3)	\$750

**Each coach shall be assigned no more than (2) Stage 1 teachers. Instructional coaches shall receive an additional stipend for each Stage 1 teacher that achieves the following individual TVAAS effectiveness rating or Observation Rating (if no individual TVAAS information is available).*

Level 3	3.50 - 3.99	\$250
Level 4	4.0 - 4.49	\$500
Level 5	4.5 >	\$1,000

**Applicable to both strategic & non-strategic compensation participants*

I. EFFECTIVE PRINCIPALS: (Assistant Principals)

Each Principal may receive a school-wide bonus not to exceed \$5,000

Principal / Assistants bonuses shall be determined by the % of benchmarks achieved by the school during the academic year from the School-wide Benchmarks Rubric.

Level 5 - Principal shall receive **100%** of the determination from the summative TEAM evaluation score

Level 4 - Principal shall receive **80%** of the determination from the summative TEAM evaluation score

Level 3 - Principal shall receive **60%** of the determination from the summative TEAM evaluation score

Level 2 - Principal shall receive **40%** of the determination from the summative TEAM evaluation score

Level 1 - Principal shall receive **20%** of the determination from the summative TEAM evaluation score

Principals \$5,000

		Level 1	Level 2	Level 3	Level 4	Level 5
Benchmarks	Amount	20%	40%	60%	80%	100%
13	\$5,000	\$1,000	\$ 2,000	\$ 3,000	\$ 4,000	\$ 5,000
12	\$4,615	\$923	\$ 1,846	\$ 2,769	\$ 3,692	\$ 4,615
11	\$4,231	\$846	\$ 1,692	\$ 2,538	\$ 3,385	\$ 4,231
10	\$3,846	\$769	\$ 1,538	\$ 2,308	\$ 3,077	\$ 3,846
9	\$3,461	\$692	\$ 1,385	\$ 2,077	\$ 2,769	\$ 3,461
8	\$3,077	\$615	\$ 1,231	\$ 1,846	\$ 2,462	\$ 3,077
7	\$2,692	\$538	\$ 1,077	\$ 1,615	\$ 2,154	\$ 2,692
6	\$2,308	\$462	\$ 923	\$ 1,385	\$ 1,846	\$ 2,308
5	\$1,923	\$385	\$ 769	\$ 1,154	\$ 1,538	\$ 1,923
4	\$1,538	\$308	\$ 615	\$ 923	\$ 1,231	\$ 1,538
3	\$1,154	\$231	\$ 462	\$ 692	\$ 923	\$ 1,154
2	\$769	\$154	\$ 308	\$ 462	\$ 615	\$ 769
1	\$385	\$77	\$ 154	\$ 231	\$ 308	\$ 385

(see School-wide Benchmarks Rubric for school-wide performance measures)

**Applicable to both strategic & non-strategic compensation participants*

J. EFFECTIVE SUPERVISORS:

	Bonus	Indicators
Elementary Supervisor of Instruction	\$5,000	Elementary School School-wide Rubric
Secondary Supervisor of Instruction	\$2,500	Middle School School-wide Rubric
	\$2,500	High School School-wide Rubric
CTE / Technology Supervisor	\$5,000	High School School-wide Rubric

Special Education Supervisor \$5,000 (18) indicators include Elementary School School-wide Rubric and SWD indicators for Reading & Math on the Middle and High Schools School-wide rubrics. (Each indicator is valued \$277.77 each)

**Applicable to both strategic & non-strategic compensation participants*

Trousdale County Alternative Compensation Eligibility Rules

To be eligible to participate in the Alternative Compensation program all teachers and principals must meet all of the following general eligibility requirements.

Requirements may change annually. All educator inquiries/issues with requirements shall be reviewed by the Steering (Design) Committee which consists of teachers, principals, board members, community members, and the Director of Schools and approved annual by the Board of Education.

1. All new employees entering the will be part of the district Alternative Compensation Plan.
2. No employees hired prior to July 25, 2011, shall have the ability to join the alternative compensation plan after the July 30 – Aug. 3, 2012 enrollment window. Current employees with the district who joined with 20 or more years of teaching experience are not eligible for increases to annual baseline pay in any year but shall be eligible for all bonus and incentive awards.
3. Employees as of SY 2011-12 who joined with 19 or less years of teaching experience shall be eligible for increases to annual baseline pay for up to 30 years of teaching experience at which time annual baseline increases shall no longer continue. Employees who joined with 20 or more 20 years teaching experience as of SY 2011-12 shall be eligible for all bonus and incentive awards based on program funding.
4. Employees must be employed in a campus-assigned position within the first 20 days of school.
5. Substitute teachers, or student teachers are *not* eligible. Hourly employees are not eligible to participate in the alternative compensation program.
6. Eligible employees must hold a valid teaching license from the State of Tennessee to be eligible to receive bonus awards.
7. Employees must be supervised and evaluated by the principal or his/her designee of the campus where they are serving students. (This does not apply to Principals)
8. For applicable employees, employees must review instructional-linkage and assignment-verification information for accuracy (Teachers are responsible for claiming their students' individual scores).
9. Employees must be in attendance 94.44% or 170 days of the 180 instructional days identified in the "instructional school calendar" to receive their school-wide bonus, individual teacher performance, teacher leader incentive, or principal bonuses. This means that employees cannot be absent for more than 10 days. Employees who miss more than 10 days will, however, be eligible for their annual baseline pay increase per annual teacher evaluation. The following types of leave will be held harmless (not count as days absent) and match the Board's current policies and term definitions: *military leave, FMLA - family medical leave (must be authorized through the Central Office), assault leave, jury duty, and off-campus duty (such as professional development opportunities or activities approved by the District).*
10. Annual increases to baseline pay increase are not contingent upon attendance.

11. Employees must be continuously employed in a tested position until the last day of school to receive the Individual Teacher Performance bonus.
12. Employees must be in “good standing” to receive any bonus. “Good standing” means that all paperwork/certifications are up to date.
13. Bonuses for employees who transfer from one bonus-eligible position to another bonus-eligible position during the school year shall be determined on the basis of the bonus-eligible position held for the majority of the school year.
14. Employees who are involuntarily transferred to another school within the district may permanently “opt out” of the Alternative Compensation Plan. The employee shall return back to the present BEP salary schedule for the corresponding years of experience and degree(s) held by the employee. The employee shall not be entitled to any payments within the scope of the Alternative Compensation Plan in the school year for which they “opt out.” The employee can never return to the Alternative Compensation Plan once such option is exercised.
15. Employees will not be eligible for bonuses that transfer from a bonus eligible position to a non-bonus eligible position.
16. Awards for employees who work at multiple schools will be determined by the school for which they are evaluated.
17. Employees who voluntarily elect (except for retirement) not to return to the district in the following year for which bonuses are rewarded shall not be eligible any bonus or stipend award payments.