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## Haywood County Alternative Salary Schedule

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### **The Background:**

Tennessee was awarded a federal Teacher Incentive Fund (TIF) 4 grant in October 2012 to further to support implementation of strategic compensation initiatives. The state's winning application addressed two of the grant's competitive priorities by partnering with three rural local education authorities (LEAs) and committing to the implementation of alternative salary schedules.

One of the LEAs that has partnered with the department for TIF 4 is Haywood County. Haywood County began the process of developing an alternative salary schedule in the spring of 2013 and recently finished the formation of their proposal. The proposal rewards effective and highly effective teachers and principals by making them eligible for salary increases and/or bonuses. New teachers and principals will be required to participate in the alternative salary schedule. Existing staff may choose whether or not to opt into the alternative salary schedule. The accompanying attachments include an overview of Haywood County's complete compensation model and the proposed alternative salary schedule for State Board of Education approval.

If approved by the State Board of Education, Haywood County plans to use 2013-14 performance to determine base pay increases for the 2014-15 school year.

### **Summary of the Model:**

The Haywood County TIF 4 compensation plan consists of four components: an alternative salary schedule, bonus model, teacher-leadership roles, and professional development incentives.

The alternative salary schedule, the component requiring State Board of Education approval, determines step increases based on performance rather than experience. The proposed alternative schedule includes bachelors and advanced degree lanes. Each step in the new salary schedule is worth \$300. A TEAM score of 3 earns one step (\$300). A TEAM score of 4 earns two steps (\$600), and a TEAM score of 5 earns three steps (\$900). Through the TIF 4 grant Haywood County is also able to offer the additional bonus, teacher-leadership roles, and professional development incentives. Details on these components are available in the attached documents.

### **The Recommendation:**

The Department of Education recommends adoption of this item on final reading. The SBE staff concurs with this recommendation.

## Overview of Comprehensive Haywood County Compensation Plan

### Alternative Salary Schedule: Base Pay Model

TEAM composite score will replace experience steps in the alternative schedule at the rates listed below. Full details of this component are available in the attached alternative salary schedule attachment.

	<b>Step Amount</b>
<b>Level 3 = 1 Step</b>	\$300
<b>Level 4 = 2 Steps</b>	\$600
<b>Level 5 = 3 Steps</b>	\$900

### Bonus Model: Individual and Building Level Rewards

The second component of the Haywood County teacher compensation model is the bonus component. Bonuses are only available for those employees who have “opted-in” to the TIF 4 program and alternative salary schedule, and employees must also meet eligibility criteria to receive a bonus.

The chart below outlines a summary of the overall bonus amounts for individual and building rewards:

	Individual	Building
	Performance Stipends	Performance Stipend
<b>Non-tested Teachers</b> (i.e., Kindergarten, Art)	--	\$500 Max
<b>Tested Teachers in Non-AMO Subjects/Grades</b> (i.e., 4 <sup>th</sup> grade science, Biology)	\$1,500 Max	\$500 Max
<b>Tested Teachers in AMO Subjects/Grades</b> (i.e., 7 <sup>th</sup> grade math, English II)	\$2,500 Max	\$500 Max

The building level bonuses have been differentiated by school in order to ensure that each school has rewards associated with the measures that are most relevant for the particular grade levels that it serves. For example, a measure of increasing the ACT composite score by 0.15 only applies to Haywood County High School, while a yearly goal for improvement on the DIBELS assessment will be one of the measures for Anderson Early Childhood Center.

The graphic below provides a detailed breakdown of all the building bonuses for each school.

### Individual Level Performance Stipends

Tested AMO Teachers	
Measure	Value
TVAAS	
Individual Score 5	\$2,500
Individual Score 4	\$2,000
<b>\$2,500 Max Payout</b>	

Tested Non-AMO Teachers	
Measure	Value
TVAAS	
Individual Score 5	\$1,500
Individual Score 4	\$1,000
<b>\$1,500 Max Payout</b>	

### Building Level Performance Stipends

Haywood HS/REACH	
Measure	Value
ACT	\$150
Graduation Rate	\$150
TVAAS	
Building Score 5	\$100
Building Score 4	\$75
Building Score 3	\$50
GAP Closure	\$100
<b>\$500 Max Payout</b>	

Haywood Middle School	
Measure	Value
TCAP	\$300
TVAAS	
Building Score 5	\$100
Building Score 4	\$75
Building Score 3	\$50
GAP Closure	\$100
<b>\$500 Max Payout</b>	

Haywood Elementary School	
Measure	Value
TCAP	\$150
SAT 10	\$150
TVAAS	
Building Score 5	\$100
Building Score 4	\$75
Building Score 3	\$50
GAP Closure	\$100
<b>\$500 Max Payout</b>	

East Side Intermediate School	
Measure	Value
TCAP	\$300
TVAAS	
Building Score 5	\$100
Building Score 4	\$75
Building Score 3	\$50
GAP Closure	\$100
<b>\$500 Max Payout</b>	

Anderson Early Childhood Center	
Measure	Value
DIBELS	\$100
SAT 10	\$400
<b>\$500 Max Payout</b>	

### Teacher-leadership Roles:

Haywood County has also opted to use their TIF 4 grant to create 20 teacher-leadership roles that are designed to leverage their most effective teachers. Teacher leaders will be selected through an application process and must have a TEAM composite score of 3, 4, or 5 with preference given to 4s and 5s. Teacher leaders will receive a \$2000 stipend.

An overview of teacher-leader qualifications and responsibilities is included below:

- Must have a 3, 4, or 5 (with preference given to 4's and 5's) on the TEAM composite score
- Must chair or co-chair a Professional Learning Community (PLC) for the building for grade level. Will collaborate with the Instructional Facilitator
- Must be available for mentoring and modeling for grade level teachers
- Must be very knowledgeable about the TEAM rubric, Common Core State Standards, and other local or state led initiatives
- Must be able to disaggregate student data and analyze school level data in order to work towards school improvement goals

### Professional Development Incentives

The final component of Haywood County's compensation plan is a professional development incentive for level 1 and 2 teachers. These teachers are required to spend an additional 18 hours in professional development each year, and if they show an improvement in their TEAM scores by the end of the year they will be rewarded with \$300 for a score of 3, \$400 for a score of 4, and \$500 for a score of 5.

**Haywood County  
Alternative Salary Schedule**

All current district employees will have the ability to opt-in or opt-out of the alternative salary schedule. Employees who opt-out will remain on the 2013-2014 Haywood County traditional salary schedule and will continue to earn the step increases for experience that are detailed in that schedule. Employees that opt-out of the model are not eligible to receive bonuses or any other TIF funding. To ensure sustainability of the alternative salary schedule after the duration of the TIF 4 grant, Haywood County has committed to applying any future funding increases to the alternative salary schedule rather than the traditional 2013-14 salary schedule.

The alternative salary schedule proposed by Haywood County has a bachelors and advanced degree lane with steps valued at \$300 each. Employees who have a TEAM Score of 3 move one step (\$300). Employees who have a TEAM Score of 4 move two steps (\$600). Employees who have a TEAM Score of 5 move three steps (\$900). Employees with a TEAM Score of 1 or 2 will move no steps. The district is also proposing to use the same salary schedule for school administrators.

Employees who have enrolled or opted-in to the TIF 4 program and complete an advanced degree will move from the bachelors lane to the advanced degree lane which is a \$3000 increase. Employees who do not opt-in to the alternative salary schedule will not receive increases for advanced degrees in the 2013-14 traditional schedule. They will only be eligible to receive step increases for experience. Once teachers opt-in to the alternative salary schedule, they will not be allowed to opt-out at any time during their employment.

Teachers who are currently enrolled in an advanced degree program by the end of the 2013-14 school year will be grandfathered in under the 2013-2014 schedule lane increase, if they complete their degree program within two years.

The proposed salary schedule is included below:

<b>Steps</b> (Base Pay Addition)	
<b>Level 3 = 1 Step</b>	\$300
<b>Level 4 = 2 Steps</b>	\$600
<b>Level 5 = 3 Steps</b>	\$900

<b>STEPS</b>	<b>BS</b>	<b>ADV</b>
<b>1</b>	\$ 34,380	\$ 37,300
<b>2</b>	\$ 34,680	\$ 37,600
<b>3</b>	\$ 34,980	\$ 37,900
<b>4</b>	\$ 35,280	\$ 38,200
<b>5</b>	\$ 35,580	\$ 38,500
<b>6</b>	\$ 35,880	\$ 38,800
<b>7</b>	\$ 36,180	\$ 39,100
<b>8</b>	\$ 36,480	\$ 39,400
<b>9</b>	\$ 36,780	\$ 39,700
<b>10</b>	\$ 37,080	\$ 40,000
<b>11</b>	\$ 37,380	\$ 40,300
<b>12</b>	\$ 37,680	\$ 40,600
<b>13</b>	\$ 37,980	\$ 40,900
<b>14</b>	\$ 38,280	\$ 41,200
<b>15</b>	\$ 38,580	\$ 41,500
<b>16</b>	\$ 38,880	\$ 41,800
<b>17</b>	\$ 39,180	\$ 42,100
<b>18</b>	\$ 39,480	\$ 42,400
<b>19</b>	\$ 39,780	\$ 42,700
<b>20</b>	\$ 40,080	\$ 43,000
<b>21</b>	\$ 40,380	\$ 43,300
<b>22</b>	\$ 40,680	\$ 43,600
<b>23</b>	\$ 40,980	\$ 43,900
<b>24</b>	\$ 41,280	\$ 44,200
<b>25</b>	\$ 41,580	\$ 44,500
<b>26</b>	\$ 41,880	\$ 44,800
<b>27</b>	\$ 42,180	\$ 45,100
<b>28</b>	\$ 42,480	\$ 45,400
<b>29</b>	\$ 42,780	\$ 45,700
<b>30</b>	\$ 43,080	\$ 46,000
<b>31</b>	\$ 43,380	\$ 46,300
<b>32</b>	\$ 43,680	\$ 46,600
<b>33</b>	\$ 43,980	\$ 46,900
<b>34</b>	\$ 44,280	\$ 47,200
<b>35</b>	\$ 44,580	\$ 47,500
<b>36</b>	\$ 44,880	\$ 47,800
<b>37</b>	\$ 45,180	\$ 48,100

<b>38</b>	\$ 45,480	\$ 48,400
<b>39</b>	\$ 45,780	\$ 48,700
<b>40</b>	\$ 46,080	\$ 49,000
<b>41</b>	\$ 46,380	\$ 49,300
<b>42</b>	\$ 46,680	\$ 49,600
<b>43</b>	\$ 46,980	\$ 49,900
<b>44</b>	\$ 47,280	\$ 50,200
<b>45</b>	\$ 47,580	\$ 50,500
<b>46</b>	\$ 47,880	\$ 50,800
<b>47</b>	\$ 48,180	\$ 51,100
<b>48</b>	\$ 48,480	\$ 51,400
<b>49</b>	\$ 48,780	\$ 51,700
<b>50</b>	\$ 49,080	\$ 52,000
<b>51</b>	\$ 49,380	\$ 52,300
<b>52</b>	\$ 49,680	\$ 52,600
<b>53</b>	\$ 49,980	\$ 52,900
<b>54</b>	\$ 50,280	\$ 53,200
<b>55</b>	\$ 50,580	\$ 53,500
<b>56</b>	\$ 50,880	\$ 53,800
<b>57</b>	\$ 51,180	\$ 54,100
<b>58</b>	\$ 51,480	\$ 54,400
<b>59</b>	\$ 51,780	\$ 54,700
<b>60</b>	\$ 52,080	\$ 55,000
<b>61</b>	\$ 52,380	\$ 55,300
<b>62</b>	\$ 52,680	\$ 55,600
<b>63</b>	\$ 52,980	\$ 55,900
<b>64</b>	\$ 53,280	\$ 56,200
<b>65</b>	\$ 53,580	\$ 56,500
<b>66</b>	\$ 53,880	\$ 56,800
<b>67</b>	\$ 54,180	\$ 57,100
<b>68</b>	\$ 54,480	\$ 57,400
<b>69</b>	\$ 54,780	\$ 57,700
<b>70</b>	\$ 55,080	\$ 58,000
<b>71</b>	\$ 55,380	\$ 58,300
<b>72</b>	\$ 55,680	\$ 58,600
<b>73</b>	\$ 55,980	\$ 58,900
<b>74</b>	\$ 56,280	\$ 59,200
<b>75</b>	\$ 56,580	\$ 59,500

