



2015-16 Differentiated Pay Plan Submission Template

In June 2013, the State Board of Education passed a revised set of guidelines pursuant to T.C.A. § 49-3-306(h), which requires districts to create and implement differentiated pay plans. The intent of the differentiated pay plans is to give local control to districts in regard to salary schedule, and to create another lever for districts to attract and retain teachers based on a flexible set of potential criteria. A complete copy of the policy can be found [here](#). Districts began implementing the first round of differentiated pay plans in 2014-15.

Structure of this Document

- The document includes two required sections where districts will describe their proposed **2015-16 differentiated pay plans and salary schedules**. Please input your 2015-16 plans into the required template. All districts are required to re-submit their differentiated pay plan even if no changes are being made. If you are making any changes from 2014-15, please highlight or track those changes.
- This year, the department will collect **evidence of implementation**, including information regarding the number of stipends or awards that were paid to teachers under the district's differentiated pay plan. District information on implementation will not be published on the website.
- Districts that choose to propose an **alternate salary schedule** for 2015-16 as their differentiated pay plan, or part of their plan, will need to complete a short addendum, found in Section III of this document.
- See the Differentiated Pay Resource Guide on the [website](#) for an optional section on **stakeholder engagement and eligibility** as well as a list of the common differentiated pay terms used throughout this document. While reporting on stakeholder engagement and eligibility is not required, it is considered best practice and could provide useful tools for districts looking to implement similar plans.

Timeline

The department has created a flexible timeline for differentiated pay plan submission to better meet the various deadlines of each district's local school board and budget processes. The table below outlines this timeline:

General Differentiated Pay Plan Submission Timeline	
Prior to submission	Local school boards are informed of and/or approve differentiated pay plans that will be submitted to TDOE
March 2, 2015	TDOE begins accepting differentiated pay plan submissions
Ongoing	Districts submit differentiated pay plans to TDOE
Three weeks after date of submission	TDOE communicates approval decision to school districts
June 30, 2015	Deadline for differentiated pay plan submissions
Following TDOE approval notification but no later than the start of the 2015-16 school year	Local school boards approve final differentiated pay plans and any associated budget items

For those districts that are choosing to implement an alternative salary schedule for the first time as their differentiated pay plan (see page 5 for more detailed information on this option), the following timeline will be used in order to meet the necessary State Board of Education (SBE) deadlines.

Alternative Salary Schedule Submission Timeline	
Prior to submission	Local school boards are informed of the alternative salary schedule that will be submitted to TDOE
March 2, 2015	TDOE begins accepting differentiated pay plan submissions
Ongoing	Districts submit alternative salary schedules to TDOE
June 1, 2015	TDOE communicates approval decision of the alternative salary schedule to school districts
Prior to June 15, 2015	Local school boards approve the alternative salary schedule
June 15, 2015	TDOE submits alternative salary schedule documents to the SBE
July 24, 2015	SBE Meeting

For districts with an EXISTING alternative salary schedule, please contact Sylvia Flowers (Sylvia.Flowers@tn.gov) if you are considering making any changes to your salary schedule.

All differentiated pay plans and salary schedules should be submitted to Compensation.Questions@tn.gov. The department also plans to post the final differentiated pay plans and salary schedules on its [website](#).

The department will continue to collect evidence of implementation, including information regarding the number of awards that were paid to teachers under the district's differentiated pay plan. The department WILL NOT post the implementation updates portion of this document to the website.

Contact the Educator Talent team at Compensation.Questions@tn.gov if you have additional questions or need guidance on creating your differentiated pay plan or on the submission and approval processes.

I. Description of Differentiated Elements (Required Section)*

Directions: For each element of the district's differentiated pay plan, use the table below to provide a description of how the district will differentiate pay. The plan must include **at least one** of the elements listed below in the left-hand column, **in addition to education and experience**. As a reminder, **education and experience do not qualify as a type of differentiated pay**. They are collected in the table below for contextual information.

Many plans may include a combination of several elements; therefore, please add rows or repeat differentiated elements as needed. For example, the plan may include two different types of additional instructional roles. Also, please feel free to delete from the table or leave blank any differentiated elements that will not be used in your plan. See the Supplemental documents tab on the [website](#) to view a sample table that contains an example of each type of differentiated element.

Differentiated Element	Description	Compensation Type and Size	Reach	Estimated Cost	Estimated Salary Expenditures
	<p><i>Describe how the district will differentiate for this element.</i></p> <p><i>Include the criteria for receiving the award.</i></p>	<p><i>Will the compensation be given as a bonus or a base pay increase?</i></p> <p><i>How much will qualifying teachers receive?</i></p>	<p><i>Eligibility: How many teachers are eligible for this type of compensation?</i></p> <p><i>Forecasted participation: How many teachers do you estimate will receive the award?</i></p>	<p><i>How much does the district estimate it will pay out for this differentiated pay element?</i></p>	<p><i>What percentage of salary expenditures (excluding benefit costs) does this element cover?</i></p>
Hard-to-Staff (School, Subject, or Placement)	<i>The School System currently has a plan (2007) to reimburse tuition costs for educators who are pursuing an added endorsement in one of the seven hard-to-staff subject areas. (See attached plan)</i>	<i>Compensation will be tuition reimbursement based on degree of mastery in course. Details are in the attached plan.</i>	<i>Any educator seeking additional endorsement(s) in one of the identified seven subject areas. Based on historical data, no more than 1-2 teachers per year.</i>	<i>No educators involved at the present time.</i>	<i>n/a</i>
Performance	<i>All educators will be eligible to receive perfect attendance bonuses each nine-week period. Perfect attendance is defined as "at work each day school is in session unless</i>	<i>Bonuses will be awarded following each 9-week grading period. Each award for perfect attendance will be \$50, Allowing any employee with overall</i>	<i>All educators are eligible for this bonus. Conservative estimations based on local and national teacher attendance data</i>	<i>At 100% achievement the total would be \$69,242 based on the 300 certified educators</i>	<i>Less than 1%</i>

	<p><i>attending school related conferences and/or events. The use of personal days will not be considered as absent from work for this benefit.</i></p>	<p><i>perfect attendance for the entire year to earn \$200.</i></p>	<p><i>would fall in the 75% to 80% range.</i></p>	<p><i>employed. Any funds not awarded to individual educators will be set aside as school site instructional awards and presented to the top 3 school sites in terms of overall educator attendance rate at year's end with the top school receiving 50% of the remaining funds, the second place site receiving 30% of the funds and the third place site receiving 20% of the remaining funds..</i></p>	
<p>Additional Instructional Roles or Responsibilities</p>	<p><i>Ten (10) \$1200 stipends will be awarded to system employees for student, school and system promotion of activities and accomplishments, and to maintain/update the school's or system's website in a timely manner.</i></p> <p><i>Fourteen (14) \$1500 site stipends (two per school) will</i></p>	<p><i>The compensation will be given as a stipend for additional duties.</i></p>	<p><i>A total of twenty-seven (26) employees of the system can receive this stipend. All stipends will be awarded.</i></p>	<p><i>The district will pay out \$50,200 for these additional duties.</i></p>	<p><i>Less than 1%</i></p>

	<p><i>be awarded to provide enhanced educational opportunities/resources for students and teachers by compensating educators for working during their planning time and/or before/after the school day. Specific duties will include Tier 2 and 3 RTI intervention, teacher leader/mentor, and RTI/intervention material coordinator.</i></p> <p><i>Three (2) system-wide data coach supplements of \$5,000 will be awarded to provide competent individuals to review student, school and system data and identify improvement areas and provide training to teachers in strategies/approaches to increase student achievement individually and collectively.</i></p>				
Education	<p><i>The system will continue to provide enhanced compensation for advanced degrees (MS, MS+30, EdS, and Doctorate)</i></p>	<p><i>See attached salary schedule</i></p>	<p><i>All teachers are eligible. Currently 10 educators hold an EdS degree, 36 hold a MS+30, and 104 possess a Masters degree.</i></p>	<p><i>The cost to the system is approximately \$780,000.</i></p>	<p><i>Approximately 8% of salary expenditures.</i></p>
Experience	<p><i>The system provides step increases based on experience up to 20 years of experience.</i></p>	<p><i>See attached salary schedule.</i></p>	<p><i>All educators are eligible.</i></p>	<p><i>The average step increase is approximately \$550 resulting in an overall cost of approximately</i></p>	<p><i>Approximately 1.5% of salary expenditures.</i></p>

				\$143,000 per year.	
Other					

II. Implementation Update on 2014-15 (Required Section)*

1. In reflecting on your differentiated pay plan, what challenges did you have in implementing the plan? What successes did you see from implementing the plan? The previous plan was totally dependent upon the TEAM evaluation scores and not all teachers had similar control over the factors impacting their final composite score. With so much emphasis already placed on teacher evaluation, the addition of a monetary incentive had little or no effect on teacher performance or student achievement. Overall in the system, 96% of the educators, administrators and supervisors received a financial reward.
2. Please fill in the table below in order to complete the remainder of the questions in this section. Include any notes that will help us in analyzing your table below. This table is a guideline of the minimum information we would like to collect on differentiated pay. If you have additional tables, graphs, or breakdowns, please feel free to append those to this document.

Differentiated Elements	Projected Expenditures from 2014-15 Pay Plan ¹	Actual Expenditures from 2014-15 SY	# of teachers who received payout	Amount of payouts for teachers
Hard-to-Staff (School, Subject, or Placement)	\$0	\$0	0	\$0
Performance	\$107,000	\$106,995.34	272	\$106,995.34
Additional Instructional Roles or Responsibilities	\$0	\$0	0	\$0
Education*	\$760,000	\$760,000	155	\$760,000
Experience*	\$140,000	\$140,000	240	\$140,000
Other (please describe)	\$	\$		\$
Total:	\$1,007,000	\$1,006,995.34	667	\$1,006,995.34

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

3. If your district had to make changes to the plan or did not utilize all of the roles or hard to staff bonuses, please outline what circumstances led to those decisions. The district decided to utilize teacher attendance as a focus for incentive bonuses. The need for licensed, certified, qualified teachers to be at

¹ As listed in the estimated cost column from your 2014-15 plan

school and teaching every possible day because of the positive influence it has on student achievement was identified as one of the most important factors in assisting students to achieve their potential.

4. What support would you like from the Tennessee Department of Education in implementing differentiated pay plans moving forward?

III. Alternative Salary Schedule (Optional Section) – For districts who will implement an alternative salary schedule in 2015-16 for the first time.

An alternative salary schedule uses some other component, often performance criteria, in addition to or in place of education and experience to determine base pay and is subject to State Board of Education (SBE) approval. If you are unsure whether your plan qualifies as an alternative salary schedule or for additional resources for developing such a plan, contact Compensation.Questions@tn.gov for more information. Please review the specific submission timeline for alternative salary schedules on page 2.

Those districts proposing an alternative salary schedule for the first time as part of their differentiated pay plan for 2015-16 must complete this addendum to provide the department with the additional information needed to present the salary schedule to the SBE on behalf of the LEA. For districts with existing salary schedules, please contact Sylvia Flowers (Sylvia.Flowers@tn.gov) if you are considering making any changes to your salary schedule so that we can determine if the change will require approval from the State Board of Education.

a. Salary Schedule

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

- How will base pay changes be determined?
- 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?
- How will the following groups be placed on the alternative salary schedule?:
 - Existing district employees
 - Educators new to teaching with zero years of experience
 - Educators new to the district but with prior experience

b. Eligibility Criteria

If not already included in Section II on the previous page, describe below or include in an attachment a copy of any eligibility rules for the alternative salary schedule.

c. Feasibility Analysis

Attach evidence using 2014-15 data (at a minimum) that the alternative salary schedule is financially feasible. Please reach out to Compensation.Questions@tn.gov for additional information or support in meeting this requirement.

d. Stakeholder Engagement

Include a description of how the district engaged teachers or other stakeholders in the development of the differentiated pay plan.

Obion County School System
Differentiated Pay Plan 2015-2016

I. Description of Differentiated Pay Plan

The development of the differentiated pay plan utilized input from school administrators, system supervisors, the local education association, and educators. The previous plan provided performance bonuses based on the composite TEAM evaluation score of an educator. This practice was discriminant due to the fact that educators have varying degrees of control over their final composite score based on their teaching assignment and areas of endorsement. It was also noted that misalignment existed with regard to individual teacher evaluation and student achievement in some cases.

In an attempt to provide a more equitable solution, and to address the issue of teacher absenteeism, the perfect attendance incentive bonus was created. Under the provisions for this award, all employees who exhibit "perfect" attendance during any, or all, of the nine-week grading spans will earn a fifty dollar (\$50) bonus. Educators will be required to have no missed work occurrences during the nine-week span, with the exception of the use of personal days and/or approved professional development. Sixty-nine thousand, two hundred and forty-two dollars (\$69,242) is allocated to provide perfect attendance incentive bonuses for school system educators. With nearly three hundred (300) total certified school system employees, it is unreasonable to expect 100% attainment of the compensation awards. In an effort to create school unity and pride, all remaining funds not expended will be awarded to the top three (3) schools in the system who possess the highest teacher attendance rates. First place will be awarded fifty-percent (50%) of the remaining funds, second place thirty-percent (30%) and third place twenty-percent (20%).

Through meetings with the various stakeholder groups, additional duties/responsibilities were identified that would enhance the educational potential for students, provide resources for educators, and increase public awareness of school events and accomplishments. The plan includes additional stipends for system employees to serve in capacities that are above and beyond the normal expectations of employment and provide valuable assistance to the students, teachers, and communities that the system serves. A total of twenty-six (26) stipends will be awarded to educators who possess valuable areas of expertise that can impact school system student achievement gains and educator improvement performance. The total allocation for these additional duties is \$50,200. The Obion County School System is excited about the potential growth that can be attained through the use of these funds.

The existing hard-to-staff policy adopted in 2007 remains in effect for the 2014-2015 school year. As difficulties arise with regard to staffing, this policy will be reviewed and modified.

II. Salary Schedule

1. The updated (2015-2016) salary schedule is included.
2. The 2015-2016 salary schedule reflects a 2% increase from 2014-2015.

III. Eligibility and Stakeholder Engagement

1. All full-time certified staff will be eligible for the perfect attendance bonus. Bonuses will be paid out at the conclusion of each nine-week grading period after a review of all attendance data is complete. The stipends available for additional duties/responsibilities will be awarded competitively based on educator credentials and potential impact to the identified need.
2. The planning cohort was made up of school system supervisors, administrators, and the Obion County Education Association which is made up of current educators in the system. Throughout the school year information was gathered from each group relating to the current differentiated pay plan and suggestions for the differentiated pay plan moving forward.

**OBION COUNTY BOARD OF EDUCATION
SALARY SCHEDULE
LICENSED INSTRUCTIONAL PERSONNEL
Effective July 1, 2015**

YEARS OF EXPERIENCE	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
DESCRIPTION OF TRAINING																					
DOCTORATE																					
Teachers & Principals	44,564	45,665	45,824	46,711	47,665	48,618	49,909	50,939	52,433	53,530	53,744	54,851	55,095	56,304	56,523	57,997	58,007	59,395	59,420	60,848	61,190
System-Wide Personnel	45,181	46,277	46,430	47,318	48,302	49,261	50,572	51,612	53,111	54,239	54,453	55,590	55,830	57,064	57,273	58,762	58,772	60,175	60,206	61,639	61,970
EDUCATION SPECIALIST																					
Teachers & Principals	41,193	42,294	42,447	43,253	44,115	45,013	46,196	47,155	48,516	49,531	49,740	50,771	51,000	52,117	52,341	53,729	53,739	55,029	55,055	56,375	56,712
System-Wide Personnel	42,192	43,289	43,442	44,288	45,171	46,073	47,287	48,272	49,674	50,709	50,929	51,984	52,214	53,351	53,596	54,988	54,998	56,324	56,355	57,681	58,013
MASTER'S + 30 SEMESTER HOURS																					
Teachers & Principals	40,010	41,509	41,978	42,243	42,784	43,620	44,258	44,895	46,002	46,986	47,216	48,221	48,409	49,434	49,649	50,689	50,898	51,464	51,510	52,709	53,050
System-Wide Personnel	40,989	42,493	42,957	43,248	43,809	44,661	45,329	45,992	47,134	48,154	48,384	49,424	49,603	50,658	50,873	51,949	52,148	52,729	52,785	54,004	54,341
MASTER																					
Teachers & Principals	37,914	38,928	39,403	39,673	40,254	41,055	42,158	42,366	43,580	44,487	44,686	46,105	46,131	46,808	47,124	48,098	48,343	48,690	48,833	49,654	49,858
System-Wide Personnel	38,423	39,928	40,407	40,688	41,290	42,111	42,789	43,472	44,753	45,671	45,864	46,854	47,037	48,052	48,358	49,368	49,603	49,970	50,118	50,980	51,163
BACHELOR																					
Teachers & Principals	34,630	36,043	36,481	36,481	36,730	37,322	38,470	38,556	39,117	39,953	40,540	41,607	41,989	42,269	42,830	43,733	43,947	44,146	44,350	44,549	45,115
System-Wide Personnel	35,205	36,628	37,062	37,312	37,811	38,423	39,148	39,714	40,316	41,177	41,769	42,396	42,957	43,549	44,115	45,048	45,263	45,482	45,691	45,910	46,461

%

Footnotes:

Note 1: See State Board of Education *Rules, Regulations and Minimum Standards 0520-2-4-.01(15)*, Advanced Academic Training Acceptable for Purposes of Salary Rat on the License, regarding master's degree, master's degree plus 30 semester hours, education specialist's degree, and doctor's degree designations.

Note 2: A principal shall receive \$8.00 per month for ten months for each full-time teacher under his/her supervision up to and including 20 full-time teacher:

Note 3: Occupational education teachers with less than a bachelor's degree who hold the occupational education license shall be paid on a bachelor's degree.

Note 4: For a supervising teacher of instruction, add \$20.00 for each teacher supervised to a maximum of 50 teachers. Less than full-time will be reduced proportionall

Note 5: For a supervising teacher of instruction with less than a bachelor's degree, rate the person as though they hold a bachelor's degree

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COMPENSATION FOR HARD-TO-STAFF POSITIONS

Obion County Schools recognize the importance of continuing education for employees and are supportive of employee efforts to seek further training, qualifications, and certifications through participation in coursework at institutions of higher education and testing programs administered by the Educational Testing Services. The Board of Education shall reimburse college tuition, based on the then current rate of tuition of the nearest Tennessee Board of Regents College or University, when such coursework is undertaken to receive an advanced degree and/or an additional endorsement in one or more of the seven identified hard-to-staff positions/subject areas. A review of staffing vacancies over the last five years reveals that the following positions/subject areas are hard to staff:

- 1) English as a Second Language
- 2) Math
- 3) Physics
- 4) Chemistry
- 5) Biology
- 6) Special Education
- 7) Foreign Language

Funds will be allocated during the school year over the three semesters during which coursework must be completed: fall, spring, and summer. The amount of funding may vary from year to year. For the fall semester, the deadline for application will be August 1; for the spring semester, the deadline will be November 15; and for the summer semester, the deadline will be May 1. For coursework, the amount will be determined by the funds available and the number of applicants.

To qualify for tuition reimbursement, the following stipulations shall apply:

- 1) The teacher must be currently tenured with the Obion County School System.
- 2) The teacher shall complete the application form and shall present a plan for coursework that will lead to the agreed upon advanced degree and/or additional endorsement, including a date of completion.
- 3) The percentage of reimbursement will be based on the grade received following successful completion of the course. Reimbursement is paid as follows:

Grade	Reimbursement
A	100%

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B	75%
C	50%
Below C	0%

- 4) The advanced degree and/or new endorsement shall be received within three years of the coursework's start date. If the advanced degree and/or new endorsement is not received within three years, the employee shall be liable to the Board of Education for the full amount of tuition reimbursed.
- 5) After obtaining the advanced degree and/or new endorsement, the teacher shall transfer to a vacant teaching position in that subject area. If the teacher refuses to transfer, the teacher shall be liable to the Board of Education for the full amount of tuition reimbursed.
- 6) If a teacher who participates in this initiative decides to leave the system after obtaining an advanced degree and/or additional endorsement, within the time specified below, funds shall be reimbursed to the system according to the following schedule:

After Obtaining Advanced Degree and/or Additional Endorsement, If Teacher Serves:	Percentage Owed to the Board of Education:
Less than 1 Year	100%
More than 1 Year, but Less than 2 Years	80%
More than 2 Years, but Less than 3 Years	60%
More than 3 Years, but Less than 4 Years	40%
More than 4 Years, but Less than 5 Years	20%
More than 5 Years	0%