



# Salary Proposal

State Board of Education Workshop

June 21, 2013

# The proposed policies are the result of feedback and research collected over the last year

- July 2012
  - State Board approved the 2012-13 salary schedule, but expressed concern about the existing schedule and urged continued exploration of the issue.
- February 2013
  - The department presented research findings and after review and discussion, the board asked the department to return in April 2013 with a revised salary schedule.
- April 2013
  - The state board unanimously approved the following policies on first reading:
    1. Proposed 2013-14 state salary schedule
    2. Revised differentiated pay guidelines for the 2014-15 school year

# **These policy proposals enforce the law and provide districts more flexibility regarding how they pay teachers**

- T.C.A. 49-3-306, as adopted in 2007, requires that LEAs differentiate how they pay licensed personnel.
- No presently employed teachers will earn less than they are currently making, they can only make more. Additionally, the state minimum base pay for new teachers has been raised under the new proposal.
- Districts will have flexibility to develop and implement pay plans that meet their specific priorities, needs and context.

## **The department met with the following groups between first and second reading to collect feedback**

- TOSS
- TEA
- Directors of Schools
- TSBA
- PET
- SCORE
- District Fiscal Staff - spring workshop presentations
- Other states/districts implementing similar salary policies

# State Salary Schedule

2013-14 School Year



## **Based on feedback, we modified the proposed 2013-14 salary schedule**

- Applied 1.5% increase to minimum base salary (Bachelor's degree and zero years of experience).
- Clarified that the minimum salary required for personnel in a LEA may be greater than the figures in the state minimum schedule.

# Proposed 2013-14 Schedule

Base Salary =  
\$30,876

	Year 0	Years 1-5	Years 6-10	Years 11-15
with Bachelor's Degree	Base	Base + \$570	Base + \$3,190 = <b>\$34,066</b>	Base + \$6,585 = <b>\$37,461</b>
with Advanced Degree	Base + \$3,145		Base + \$7,030 = <b>\$37,906</b>	Base + \$10,890 = <b>\$41,766</b>

# The proposed schedule increases the base salary by 1.5%, while giving districts additional flexibility

With Bachelor's Degree		With Advanced Degree	
2013-2014 Schedule	2012-2013 Schedule	2013-2014 Schedule	2012-2013 Schedule
<i>Year 0</i> Base = <b>\$30,876</b>	<i>Year 0</i> Base = <b>\$30,420</b>	<i>Year 0</i> Base + \$3,145 = <b>\$34,021</b>	<i>Year 0</i>
<i>Years 1-5</i> Base + \$570 = <b>\$31,446</b>	<i>Year 1</i> <b>\$30,990</b>	<i>Years 1-5</i> Base + \$3,145 = <b>\$34,021</b>	<i>Year 1</i>
<i>Years 6-10</i> Base + \$3,190 = <b>\$34,066</b>	<i>Year 6</i> <b>\$33,610</b>	<i>Years 6-10</i> Base + \$7,030 = <b>\$37,906</b>	<i>Year 6</i> <b>\$37,450</b>
<i>Years 11-15</i> Base + \$6,585 = <b>\$37,461</b>	<i>Year 11</i> <b>\$37,005</b>	<i>Years 11-15</i> Base + \$10,890 = <b>\$41,766</b>	<i>Year 11</i> <b>\$41,310</b>

# **The new schedule does not cut teacher salaries. To the contrary, additional funds have been allocated for teacher compensation.**

- State law prohibits a district from reducing the pay of any presently employed teacher.
- The FY2014 budget increased the BEP component (flow of funds for compensation to districts) by 1.5 percent.
- Over the past three years, Governor Haslam and the General Assembly have infused more than \$130 million in new, recurring funds for teaching compensation.

# **Districts have the option to keep or adopt a locally developed salary schedule if they choose**

- A majority of the districts (134 of 136) have local schedules that pay above the state minimum.
- Under the proposed policies, districts are free to continue using their existing schedules.

# **Differentiated Pay Policy**

2014-15 School Year



# T.C.A. 49-3-306 requires LEAs to differentiate pay for educators

Responsible Party	Function
General Assembly	<ul style="list-style-type: none"> <li>✓ Create laws related to compensation</li> <li>✓ Appropriate funding for compensation</li> </ul>
Department of Education	<ul style="list-style-type: none"> <li>✓ Propose salary schedule for state board approval</li> <li>✓ Provide TA and approve differentiated pay plans submitted by LEAs</li> </ul>
State Board of Education	<ul style="list-style-type: none"> <li>✓ Approve salary schedule</li> <li>✓ Adopt differentiated pay guidelines for LEAs</li> </ul>
LEAs	<ul style="list-style-type: none"> <li>✓ Develop and implement differentiated pay plans</li> </ul>

# The initial differentiated pay policy proposal included the following principles

- Proposed Differentiated Pay Principles:
  - No currently employed teacher will earn less under new salary plans.
  - Districts may reward teachers who teach in high needs schools or high needs subject areas.
  - Districts may reward teachers for performance based on state board approved evaluation criteria.
  - An across-the-board pay increase based solely on training and experience does not meet the requirements of differentiated pay.

## **In response to feedback, we added the following to the proposed policy**

- Districts may choose to give additional compensation to teachers who take on additional instructional responsibilities (i.e. teacher mentors, instructional coaches).
- Districts may choose to adopt alternative salary schedules in order to meet requirements of the differentiated pay policy.

# Potential Differentiated Pay Models



# Technical Assistance



# Technical Assistance Plan

- Series of webinars and regional working sessions on developing local Differentiated Pay Plans
  - Determining plan criteria
  - Assessing sustainability
  - Communication and educator engagement strategies
  
- Development of resources
  - Design templates
  - Budgeting tools
  
- Optional feedback periods

# Technical Assistance Plan

Timeline	Action
July 2013	Finalize and share technical assistance plan and timeline
August/September 2013	Webinar/working sessions: Communications and educator awareness/engagement
October 2013	Finalize and share model plans Optional district plan feedback period
November/December 2013	Webinar/working sessions: Developing plan criteria based on instructional priorities
January 2014	Webinar/working sessions: Making your plan work and communicating with educators
January-February 2014	Optional district plan feedback period
February 2014	Differentiated Pay Plans submitted
March 2014	Differentiated Pay Plans approval notification
April 2014	Webinar/working sessions: Operationalizing plans (Setting up data systems and methods for tracking plan components)