

2015-16 Haywood County Differentiated Pay Plan

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)	The District will utilize the range allowed within the new alternative salary schedule for hard-to staff positions	The amount will be included in the base pay as part of the hiring process. The amount can vary from 1 to 2 steps on the	No category has been identified at this time	No category has been identified, cost cannot be projected.	No category has been identified, percentage cannot be projected.
Performance	<i>The district will incorporate a new salary schedule that uses evaluation criteria to determine base pay changes. A full description of the new schedule is attached in the addendum</i>	BASE PAY COMPENSATION: Teachers who receive a 1 or 2 on TEAM scores will not increase their base pay. Those who receive a 3 will receive a base pay increase of \$355, 4-\$710, and 5-\$1065.	<p>All teachers (223 who have opted in) are eligible to receive the award if they meet eligibility requirements.</p> <p>A copy of the complete eligibility rules is attached.</p> <p>Based on the last two years of evaluation data, the district anticipates between 80-85% of teachers will receive a base pay change.</p>	<p>The district anticipates the total cost to be \$78,100 based on last year's evaluation data.</p> <p>These increases as base pay increases will initially be covered by TIF funds. The district will sustain this cost by removing base pay increases for</p>	<p>Teachers will receive a 1% increase this year beyond the TIF performance payouts. The cost for the raise is \$503,305. That 1% has been added to the salary schedule. These payouts will form close to 50% percent of salary costs increases with the exception of some career</p>

		<p>BONUS COMPENSATION: Teachers who receive an individual TVAAS growth score of 4 or 5 will receive a bonus. Individual TVAAS score of 4= \$2500, 5= \$3000</p> <p>School-Wide Bonuses: Bonuses will also be available to all certified employees in a school based on meeting performance level of designated criteria's. The maximum building level bonus will be \$3,400 with the exception of the High School. That maximum will be \$3,800.. This is an increase over previous bonus of \$2,400. See attached schedule for details.</p>	<p>All teachers that have an individual TVAAS score. Added to those teachers from last year will be those that develop a portfolio</p> <p>All teachers that opted-in are eligible to receive these bonuses</p>	<p>Level 1 and 2 teachers.</p> <p>These increases, as one time payments, will be covered with TIF Funds.</p> <p>These increases, as one-time payments, will be covered with TIF funds.</p>	<p>ladder and other supplements.</p>
Additional Instructional Roles or Responsibilities	The district will further its implementation of PLCs through the creation of a PLC leadership role.	The award will be given yearly in the form of a \$3,000 stipend. The previous amount was \$2,000.	Teacher leaders must have an evaluation score of 3, 4 or 5 (with preference given to 4's & 5's) and be selected using a set of criteria. These teacher leaders will perform additional duties as outlined in the plan. Teacher leaders must maintain their TEAM score of 3, 4 or 5 in order to receive the stipend. There will be 26 roles available.	The estimated cost of these awards is \$78,000.	This will compromise about 7% of district salary payouts for this year.

Education	<p><i>The district will include Bachelor's and Master's degrees for eligible base pay compensation as shown in the attached 2014-15 salary schedule. Degrees above a Master's will no longer be compensated in base pay.</i></p>	<p><i>Teachers seeking Advanced degrees (Master's and PhD) degrees will be eligible for base pay increase, but district must be notified in advance of the start of a program by the educator in order to receive the stipend.</i></p> <p><i>Those teachers currently enrolled in programs prior to January 1, 2014 will be eligible for base pay increases on the previous year's schedule, provided that those programs are completed by July 1, 2016.</i></p>			
Experience	<p><i>The district will not continue to award step increases for each year of experience on the new salary schedule, but those who opt-out will continue to increase a step each year.</i></p> <p><i>The attached salary schedule contains proposed amounts.</i></p>				
Other					

The table below identifies the data sources for each school level for the 2015-16 school year.

School	Bld. TVAAS	Discovery Education	STAR Reading & Math	Classworks	ACT	Graduation Rate
Anderson	X (district or Haywood Elem.)	X (K only)	X			
Hay. Elem	X		X	X		
East Side	X		X	X		
HMS	X		X	X		
HHS	X		X	X		
Sunny Hill	X		X	X	X	X

The school leader model includes the following bonuses for administrators with an Educator Effectiveness of 3, 4, or 5 who are ACCESS participants:

Anderson Early Childhood Ctr. East Side Intermediate	Principal (max. \$8,140) (previously \$4,000)	Asst. Principal (max. \$6,640) (previously \$3,000)	Instructional Facilitators & other school leaders (max. \$4,840) (previously \$1,502)
- TVAAS (School Composite)	Level 3- \$2,000 Level 4- \$2,700 Level 5- \$3,700	Level 3- \$1,500 Level 4- \$2,000 Level 5- \$2,800	Level 3- \$1,000 Level 4- \$1,400 Level 5- \$1,800
- STAR Reading	1.0-1.9- \$800 2.0-2.9- \$1,200 3.0- - \$1,500	1.0-1.9- \$ 700 2.0-2.9- \$ 850 3.0- - \$1,200	1.0-1.9- \$ 475 2.0-2.9- \$ 600 3.0- - \$ 800
- STAR Math	1.0-1.9- \$800 2.0-2.9- \$1,200 3.0- - \$1,500	1.0-1.9- \$ 700 2.0-2.9- \$ 850 3.0- - \$1,200	1.0-1.9- \$ 475 2.0-2.9- \$ 600 3.0- - \$ 800
- Discovery Education (Anderson)	Reading- Meets or Exceed Proficiency 75% - \$360 83%- \$540 90%- \$720 Math- Meets or Exceed Proficiency 75% - \$360 83%- \$540 90%- \$720 Note: Pre-K assumes Kindergarten Values	Reading- Meets or Exceed Proficiency 75% - \$360 83%- \$540 90%- \$720 Math- Meets or Exceed Proficiency 75% - \$360 83%- \$540 90%- \$720 Note: Pre-K assumes Kindergarten Values	Reading- Meets or Exceed Proficiency 75% - \$360 83%- \$540 90%- \$720 Math- Meets or Exceed Proficiency 75% - \$360 83%- \$540 90%- \$720 Note: Pre-K assumes Kindergarten Values

<ul style="list-style-type: none"> - Classworks Reading - (East Side) 	<p>2 Grade Span (Award both Grades)</p> <p>Beginning Class Avg plus 30 point increase- \$180</p> <p>Beginning Class Avg plus 50 point increase- \$270</p> <p>Beginning Class Avg plus 70 point increase- \$360</p>	<p>2 Grade Span (Award both Grades)</p> <p>Beginning Class Avg plus 30 point increase- \$180</p> <p>Beginning Class Avg plus 50 point increase- \$270</p> <p>Beginning Class Avg plus 70 point increase- \$360</p>	<p>2 Grade Span (Award both Grades)</p> <p>Beginning Class Avg plus 30 point increase- \$180</p> <p>Beginning Class Avg plus 50 point increase- \$270</p> <p>Beginning Class Avg plus 70 point increase- \$360</p>
<ul style="list-style-type: none"> - Classworks Math - (East Side) 	<p>2 Grade Span (Award both Grades)</p> <p>Beginning Class Avg plus 30 point increase- \$180</p> <p>Beginning Class Avg plus 50 point increase- \$270</p> <p>Beginning Class Avg plus 70 point increase- \$360</p>	<p>2 Grade Span (Award both Grades)</p> <p>Beginning Class Avg plus 30 point increase- \$180</p> <p>Beginning Class Avg plus 50 point increase- \$270</p> <p>Beginning Class Avg plus 70 point increase- \$360</p>	<p>2 Grade Span (Award both Grades)</p> <p>Beginning Class Avg plus 30 point increase- \$180</p> <p>Beginning Class Avg plus 50 point increase- \$270</p> <p>Beginning Class Avg plus 70 point increase- \$360</p>

Haywood Elementary Haywood Middle School	Principal (max. \$8,860) <pre>(previously \$5,000)</pre>	Asst. Principal (max. \$7,360) <pre>(previously \$3,750)</pre>	Instructional Facilitators & other school leaders (max. \$5,560) <pre>(previously \$1,878)</pre>
- TVAAS (School Composite)	Level 3- \$2,000 Level 4- \$2,700 Level 5- \$3,700	Level 3- \$1,500 Level 4- \$2,000 Level 5- \$2,800	Level 3- \$1,000 Level 4- \$1,400 Level 5- \$1,800
- STAR Reading	1.0-1.9- \$ 800 2.0-2.9- \$1,200 3.0- - \$1,500	1.0-1.9- \$ 700 2.0-2.9- \$ 850 3.0- - \$1,200	1.0-1.9- \$ 475 2.0-2.9- \$ 600 3.0- - \$ 800
- STAR Math	1.0-1.9- \$ 800 2.0-2.9- \$1,200 3.0- - \$1,500	1.0-1.9- \$ 700 2.0-2.9- \$ 850 3.0- - \$1,200	1.0-1.9- \$ 475 2.0-2.9- \$ 600 3.0- - \$ 800
- Classworks Reading	3 Grade Span (Award per Grade) Beginning Class Avg plus 30 point increase- \$180 Beginning Class Avg plus 50 point increase- \$270 Beginning Class Avg plus 70 point increase- \$360	3 Grade Span (Award per Grade) Beginning Class Avg plus 30 point increase- \$180 Beginning Class Avg plus 50 point increase- \$270 Beginning Class Avg plus 70 point increase- \$360	3 Grade Span (Award per Grade) Beginning Class Avg plus 30 point increase- \$180 Beginning Class Avg plus 50 point increase- \$270 Beginning Class Avg plus 70 point increase- \$360
- Classworks - Math	3 Grade Span (Award per Grade)	3 Grade Span (Award per Grade)	3 Grade Span (Award per Grade)

	Beginning Class Avg plus 30 point increase- \$180	Beginning Class Avg plus 30 point increase- \$180	Beginning Class Avg plus 30 point increase- \$180
	Beginning Class Avg plus 50 point increase- \$270	Beginning Class Avg plus 50 point increase- \$270	Beginning Class Avg plus 50 point increase- \$270
	Beginning Class Avg plus 70 point increase- \$360	Beginning Class Avg plus 70 point increase- \$360	Beginning Class Avg plus 70 point increase- \$360

Haywood High School	Principal (max. \$8,940)	Asst. Principal (max. \$7,190)	Instructional Facilitators & other school leaders (max. \$5,200)
	previously \$5,500)	(previously \$4,127)	(previously \$2,065)
- TVAAS (School Composite)	Level 3- \$2,000 Level 4- \$2,700 Level 5- \$3,700	Level 3- \$1,500 Level 4- \$2,000 Level 5- \$2,800	Level 3- \$1,000 Level 4- \$1,400 Level 5- \$1,800
- STAR Reading	1.0-1.9- \$ 800 2.0-2.9- \$1,200 3.0- - \$1,500	1.0-1.9- \$ 700 2.0-2.9- \$ 850 3.0- - \$1,200	1.0-1.9- \$ 475 2.0-2.9- \$ 600 3.0- - \$ 800
- STAR Math	1.0-1.9- \$ 800 2.0-2.9- \$1,200 3.0- - \$1,500	1.0-1.9- \$ 700 2.0-2.9- \$ 850 3.0- - \$1,200	1.0-1.9- \$ 475 2.0-2.9- \$ 600 3.0- - \$ 800

- Classworks Reading-	2 Grade Span (Award both Grades) Beginning Class Avg plus 30 point increase- \$180 Beginning Class Avg plus 50 point increase- \$270 Beginning Class Avg plus 70 point increase- \$360	2 Grade Span (Award both Grades) Beginning Class Avg plus 30 point increase- \$180 Beginning Class Avg plus 50 point increase- \$270 Beginning Class Avg plus 70 point increase- \$360	2 Grade Span (Award both Grades) Beginning Class Avg plus 30 point increase- \$180 Beginning Class Avg plus 50 point increase- \$270 Beginning Class Avg plus 70 point increase- \$360
- Classworks - Math-	2 Grade Span (Award each Grade) Beginning Class Avg plus 30 point increase- \$180 Beginning Class Avg plus 50 point increase- \$270 Beginning Class Avg plus 70 point increase- \$360	2 Grade Span (Award both Grades) Beginning Class Avg plus 30 point increase- \$180 Beginning Class Avg plus 50 point increase- \$270 Beginning Class Avg plus 70 point increase- \$360	2 Grade Span (Award both Grades) Beginning Class Avg plus 30 point increase- \$180 Beginning Class Avg plus 50 point increase- \$270 Beginning Class Avg plus 70 point increase- \$360
- Graduation Rate	Meet AMO for graduation Rate- \$400	Meet AMO for graduation Rate- \$275	Meet AMO for graduation Rate- \$180
- ACT	ACT Composite score improves by .20- \$400	ACT Composite score improves by .20- \$275	ACT Composite score improves by .20- \$180

The teacher model includes the following bonuses for teachers with an Educator Effectiveness Score of 3, 4 or 5 who are ACCESS participants-

Individual TVAAS Bonus	
Teachers without Individual TVAAS (i.e., Career & Tech, Library, Computer, 1 st grade, non-tested HS courses)	Not available
Teachers with Individual TVAAS- includes portfolio models) (i.e., PreK, K, Fine Arts, TNReady ELA and Math 3-8 & High School tested subjects, Science and Social Studies)	TVAAS 4- \$2,500 TVAAS 5- \$3,500

Teacher Leader stipends (26 teachers)- \$3,000 =\$78,000

School	Bld. TVAAS- Composite Score	STAR Reading - Increase Grade Equivalent *	STAR Math - Increase Grade Equivalent*	Classworks Reading*	Classworks Math*	ACT	Graduation Rate	Dis. Ed. (K only Test) *
Anderson ECC (Max. \$	3= \$800 4= \$900 5= \$1000	1.0-1.9= \$400 2.0-2.9= \$450 3.0 & up= \$500	1.0-1.9= \$400 2.0-2.9= \$450 3.0 & up= \$500	NA	NA			Grade Span Kindergarten Reading- Meets or Exceed Proficiency 75% - \$300 83%- \$500 90%- \$700 Math- Meets or Exceed Proficiency 75% - \$300 83%- \$500 90%- \$700 Note: Pre-K assumes Kindergarten Values

Haywood Elementary (Max. \$	3= \$800 4= \$900 5= \$1000	1.0-1.9= \$400 2.0-2.9= \$450 3.0 & up= \$500	1.0-1.9= \$400 2.0-2.9= \$450 3.0 & up= \$500	Grade Span 1-3 (Award per Grade) Beginning Class Avg plus 30 point increase- \$300 Beginning Class Avg plus 50 point increase- \$500 Beginning Class Avg plus 70 point increase- \$700	Grade Span 1-3 (Award per Grade) Beginning Class Avg plus 40 point increase- \$300 Beginning Class Avg plus 60 point increase- \$500 Beginning Class Avg plus 80 point increase- \$700			NA
East Side (Max \$	3= \$800 4= \$900 5= \$1000	1.0-1.9= \$400 2.0-2.9= \$450 3.0 & up= \$500	1.0-1.9= \$400 2.0-2.9= \$450 3.0 & up= \$500	Grade Span 4-5 (Award per Grade) Beginning Class Avg plus 30 point	Grade Span 4-5 (Award per Grade) Beginning Class Avg plus 40 point			NA

				<p>increase-\$300</p> <p>Beginning Class Avg plus 50 point increase-\$500</p> <p>Beginning Class Avg plus 70 point increase-\$700</p>	<p>increase-\$300</p> <p>Beginning Class Avg plus 60 point increase-\$500</p> <p>Beginning Class Avg plus 80 point increase-\$700</p>			
<p>Haywood Middle (Max \$</p>	<p>3= \$800</p> <p>4= \$900</p> <p>5= \$1000</p>	<p>1.0-1.9= \$400</p> <p>2.0-2.9= \$450</p> <p>3.0 & up= \$500</p>	<p>1.0-1.9= \$400</p> <p>2.0-2.9= \$450</p> <p>3.0 & up= \$500</p>	<p>Grade Span 6-8 (Award per Grade)</p> <p>Beginning Class Avg plus 30 point increase-\$300</p> <p>Beginning Class Avg plus 50 point increase-\$500</p>	<p>Grade Span 6-8 (Award per Grade)</p> <p>Beginning Class Avg plus 40 point increase-\$300</p> <p>Beginning Class Avg plus 60 point increase-\$500</p>			NA

				Beginning Class Avg plus 70 point increase- \$700	Beginning Class Avg plus 80 point increase- \$700			
Haywood High REACH (Max \$	3= \$800 4= \$900 5= \$1000	1.0-1.9= \$400 2.0-2.9= \$450 3.0 & up= \$500	1.0-1.9= \$400 2.0-2.9= \$450 3.0 & up= \$500	Bldg Span- based on 9 and 10 (Award per Grade) Beginning Class Avg plus 30 point increase- \$300 Beginning Class Avg plus 50 point increase- \$500 Beginning Class Avg plus 70 point increase- \$700 Note: 11 th and 12 th grade will receive 10 th	Bldg Span- based on 9 and 10 (Award per Grade) Beginning Class Avg plus 40 point increase- \$300 Beginning Class Avg plus 60 point increase- \$500 Beginning Class Avg plus 80 point increase- \$700			NA

				grade value and award	Note: 11 th and 12 th grades will receive 10 th grade value and award			
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* This amount will be paid for reading and math separately