

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>
<p>Hard-to-Staff (School, Subject, or Placement)</p>	<p><u>Hard-to-Staff:</u> <i>As a district we accept the fact that certain classes are more difficult to staff. In recognition of this challenge, the PASS Award Model offers the following:</i></p> <p><u>Annual Stipend:</u> <i>An annual stipend of \$1,500 for positions deemed hard-to-staff due to specialized skills and demands of the position such as TRACS (Training in Responsibility, Accountability and Coping Skills) behavioral special education classes.</i></p> <p><u>Signing Bonus:</u> <i>A one-time payout of \$2,500 for positions deemed hard-to-staff</i></p>	<p><i>The \$1,500 award will be given as a two-part stipend. \$750.00 will be issued in December and again in June at the end of each term when evidence of satisfactory evaluation results are available.</i></p>	<p><i>This award will be available to new teachers.</i></p> <p><i>Existing teachers (6) in the subject defined will also be eligible for the same stipend.</i></p>	<p><i>The estimated total for this is \$9,000 (6 teachers at \$1,500 each).</i></p>	<p><i>This award makes up less than 1% of the district's annual salary costs.</i></p>

	according to annual job market analysis each school year.														
Performance Base Pay	<p>Base Pay: The district will incorporate a salary schedule that uses TEAM Components criteria to determine base pay changes.</p> <p>Teachers can earn up to a 3 step salary increase as determined by their annual Evaluation Index Composite Score in the Tennessee Educator Accelerator Model (TEAM). This composite score incorporates qualitative (50% classroom observation for tested teachers, 75% for non-tested) and 50% quantitative (35% student growth including TCAP 2014, TCAP 2015, and 10% TNReady 2016; and 15% achievement) measure for tested teachers and 25% quantitative (10% student growth and 15% achievement) measures for non-tested. Each step is represented by a \$425.00 increase per step.</p> <p>Employees earning an Evaluation Index Composite of two (2) with 3.5 or above on their individual TEAM evaluation will be eligible for half (1/2) of one (1) step.</p> <p>Putnam County Base Pay Entry Scale 2015-2016:</p> <p>Entry Level I 0-5 years = \$38,066 Entry Level II 6-10 years=\$40,616</p>	<p>Each Step on the salary schedule is worth \$425.</p> <p>Teachers who receive an Evaluation Index Composite of a two (2) who have a 3.5 or above average on their TEAM Evaluations will receive a half (1/2) of one (1) step increase to their base salary.</p> <p>Teachers who receive an Evaluation Index Composite of three (3) will receive a one (1) step increase on their base salary.</p> <p>Teachers who receive a four (4) will receive a two (2) step increase on their base salary.</p> <p>Teachers who receive a five (5) will receive a three (3) step increase on their base salary.</p> <p>Those teachers receiving a one (1) will not increase their base pay.</p> <table><tr><th>Evaluation Index Score</th><th>Step Adjustment (1 Step = \$425)</th></tr><tr><td>5</td><td>3 Steps (\$1,275)</td></tr><tr><td>4</td><td>2 Steps (\$850)</td></tr><tr><td>3</td><td>1 Step (\$425)</td></tr><tr><td>*2</td><td>½ of 1 Step (\$212.50)</td></tr></table>	Evaluation Index Score	Step Adjustment (1 Step = \$425)	5	3 Steps (\$1,275)	4	2 Steps (\$850)	3	1 Step (\$425)	*2	½ of 1 Step (\$212.50)	<p>All teachers (805) are eligible to receive the award.</p> <p>Based on the last two years of evaluation data, the district anticipates 80% of teachers will receive a base pay increase.</p>	<p>The district anticipates the total cost of the Base Pay increase to be \$647,700 based on last year's evaluation data.</p> <p>Removing base pay increases for Level 1 teachers will support sustainability.</p>	<p>Total Base Pay will form close to 97.5% percent of salary costs, with the exception of system-wide employees and career ladder and other supplements.</p>
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	<p>Entry Level III 11-15 years = \$42,741</p> <p>*Entry Level IV 16+ years = \$44,866</p> <p>*Putnam will accept Teacher Effect Levels up to three (3) years when entering the district and reward additional steps accordingly to each Base Pay Entry Level.</p> <p>*Beginning with the 2015-16 school year Putnam will award a one (1) Step Increase (\$425) to a teacher's base pay if they achieve a Teacher Effect Score of Level 5 for five (5) consecutive years and each year thereafter a Level 5 is achieved until the maximum amount is reached on the salary chart.</p>		<p>A full description of the schedule (Board Approved Base Salary 2015-2016) is attached in the addendum.</p>		
<p>LEARNING AND LEADERSHIP:</p> <p>Additional Instructional Roles or Responsibilities</p>	<p>The district will continue the mentorship program to support teachers, making improvements as needed.</p> <p>Highly effective teachers with Teacher Effectiveness Levels of 4-5 will receive a stipend to lead and facilitate the program.</p>	<p>The award for Mentoring teachers will be given annually in the form of a \$500 stipend.</p>	<p>Any teacher who receives a TEAM Evaluation Summative (Index Composite Score) Score of 4- 5 or, if applicable, TVAAS Composite Score of 4-5, and/or Principal's recommendation would be eligible to apply for the position of Mentor. District and school leaders will then screen for additional qualities like leadership and facilitation</p>	<p>The estimated cost of these awards is \$131,500</p>	<p>This award makes up less than 1% of the district's annual salary costs .</p>

<p>Mentor</p>	<p><u>Mentor</u> <i>Mentor Teacher goals entail helping novice teachers gain competencies, confidence, realistic values, experience, and grow into fully qualified and fully satisfied teachers.</i></p> <p><i><u>Fully qualified</u> means that both new teachers and experienced teachers new to the district can demonstrate competency with the professional performance standards identified by the district and can, therefore, have a significant impact on student learning.</i></p> <p><i><u>Fully satisfied means</u> that both new teachers and experienced teachers new to the district feel supported, valued, and productive as people and professional educators and, therefore, not only stay in the teaching profession but continue to teach in the schools to which they are assigned.</i></p> <hr/>		<p><i>skills.</i></p> <p><i>There will be approximately 150 mentors distributed throughout the 18 school sites in the district.</i></p> <p>Mentor job description is attached.</p> <hr/>	<p>Mentors - \$75,000</p> <hr/>	
<p>Lead Mentor</p>	<p><u>Lead Mentor</u></p> <p><i>The Lead Mentor Teacher oversees and organizes activities between mentors and mentees at each individual school site. Their goal is to assist educators in building their capacity for supporting new teachers in ways that help them to be fully</i></p>	<p><i>The award for Lead Mentor teachers will be given annually in the form of a \$500 stipend.</i></p>	<p><i>Any teacher who receives a TEAM Evaluation Summative (Index Composite Score) Score of 4- 5 or, if applicable, TVAAS Composite Score of 4-5, and/or Principal's recommendation would be eligible to apply for the position of Lead Mentor.</i></p>	<p>Lead Mentors - \$9,000</p>	

<p><i>Instructional Specialists</i></p>	<p><i>qualified and fully satisfied.</i></p> <hr/> <p><i>*Instructional Specialists</i> <i>An Instructional Specialist is an exemplary educator/practitioner who evaluates and provides leadership for the overall instructional programs PK-8 of the district. He/she assists in directing and managing instructional programs and operations at the school level. Provides leadership to ensure high standards of instructional service. Assists in the effective and efficient operations of the curriculum and instruction department including curriculum, staff development, and assessment.</i></p>	<hr/> <p><i>The award for Instructional Specialists will be \$2,500. It will be divided and awarded as part of the monthly payroll.</i></p>	<p><i>District and school leaders will then screen for additional qualities like leadership and facilitation skills.</i></p> <p><i>There will be a total of 18 Lead Mentors in the district:</i> <i>4 at the high school level,</i> <i>4 at the middle school level,</i> <i>10 at the elementary level.</i></p> <p><i>Lead Mentor job description is attached.</i></p> <hr/> <p><i>Any teacher with has five (5) years of teaching experience would be eligible to apply for the position of Instructional Specialists. District and school leaders will then screen for additional qualities like leadership and facilitation skills.</i></p> <p><i>There will be a total of 19 Instructional Specialists across the district. One (1) will be assigned to each Elementary School and two (2) at the Middle School Level. One (1) to represent ELA and one (1) to represent Math at the Middle School Level.</i></p> <p><i>Instructional Specialist job description is attached.</i></p>	<hr/> <p><i>Instructional Specialists –</i> <i>\$47,500</i></p>	

<p>Education</p>	<p><i>The district will include Bachelor's degrees for eligible base pay compensation as shown in the attached 2015-16 salary schedule. Degrees above a Bachelor's will no longer be compensated in base pay.</i></p> <p><i>Advanced degrees will be paid as a stipend based on Content-Related and/or General criteria.</i></p> <p><i>National Board Certification will be paid as a stipend based on Content-Related and/or General criteria.</i></p> <p><i>National Board Certification Scholarship– Initial Fee Reimbursement</i></p> <p><i>STEM Coursework Leading to a Recognized STEM Degree will be eligible for \$830 tuition reimbursement for each 12-hour increment (up to three increments) of course work leading to a recognized STEM degree in an accredited university.</i></p>	<p><i><u>Advanced Content-Related Degree*</u>: \$2,500 per degree applied every year serving in an area specific to the degree; \$7,500 maximum.</i></p> <p><i><u>Advanced Degree – General</u>: \$1,000 per degree applied every year; \$3,000 maximum.</i></p> <p><i><u>National Board Certification Content-Related</u>: \$2,500 applied every year serving in an area specific to Active Board Certification.</i></p> <p><i><u>National Board Certification Non Content-Related</u>: \$1,000 applied every year serving in an area non content-related to Active Board Certification.</i></p> <p><i>Upon completion of the National Board Certification-teachers will be eligible to apply for a NBC Scholarship covering the initial application fee up to \$2,500.</i></p> <p><i>STEM Coursework Leading to a Recognized STEM Degree will be eligible for \$830 tuition reimbursement for each 12-hour increment (up to three increments) of course work leading to a recognized STEM degree in an accredited university.</i></p>	<p><i>*Degree stipends are limited to three total in either category, or a combination of Advanced Content-Related Degree, Advanced Degree – General, and National Board Certification.</i></p> <p><i>National Board Certification must be maintained and remain in active status to be eligible for the stipend.</i></p> <p><i>National Board Certification Scholarships will be limited to five (5) per year.</i></p> <p><i>The district currently has 55% of its teachers with an advanced degree.</i></p>	<p><i>The estimated total cost of this element is \$192,250 per year.</i></p> <p><i>The district expects to fund this cost by limiting permanent base pay increases to Bachelor degrees only.</i></p> <p><i>NBC Scholarships \$10,000</i></p>	<p><i>This will comprise less than 1% percent of district salary expenditures.</i></p>
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<p><i>Other</i></p> <p><i>*Represents new or changed items in the 2015-16 plan.</i></p>				<p><i>Eligibility Rules 2015-16: A copy of the complete eligibility rules is attached.</i></p>	