

2015-16 Differentiated Pay Plan for Athens City Schools

I. Description of Differentiated Elements (Required Section)

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 payout for this differentiated pay element?</i></p>	<p><i>What percentage of salary expenditures (excluding benefit costs) does this element cover?</i></p>
Performance	<i>The District will maintain its existing salary schedule.</i>				
Performance	<i>Athens City Schools has a TAP grant. A component of the TAP grant is a bonus pool budgeted at \$2,000 per teacher. The money is paid after test scores are received and the amount each teacher will receive depends their performance level: 50% Skills, Knowledge and Responsibilities (which includes 4 evaluations), 30% Classroom achievement gains, 20% School achievement gains.</i>	<i>The amount of the bonus will depend on the number of teachers reaching the TAP goals. A teacher can receive none, part, or all of the bonus pool.</i>	<i>All teachers being evaluated under the TAP system are eligible. This component applies to all schools within Athens City Schools.</i>	<i>Budgeted at \$2,000 per teacher.</i>	<i>Budgeted at \$2,000 per teacher \$234,000</i>
Additional Instructional	<i>The TAP grant in Athens City Schools pays five (5) Master</i>	<i>The Master teacher gets \$9,000 and each mentor</i>	<i>Teacher leaders are selected through competitive hiring</i>	<i>The Master teacher gets</i>	<i>\$45,000 for TAP Master stipends</i>

Roles or Responsibilities	<i>Teachers and eleven (11) mentor teachers. These teachers are paid for additional training and for additional time worked during the year and the summer months.</i>	<i>teacher gets \$4,500 stipend for their work paid from the grant.</i>	<i>for these school based roles.</i>	<i>\$9,000 and each mentor teacher gets \$4,500 stipend for their work paid from the grant.</i>	<i>and \$49,500 for Mentor stipends.</i>
Performance	<i>A component of the TAP grant is a bonus pool budgeted at \$5,000 for Principals per school. The money is paid after test scores are received and the amount each principal will receive depends on their performance level: 50% school-wide achievement, 30% 360 Survey-Tenn TILS, and 20% TLT Evaluations.</i>	<i>The amount of the bonus will depend on the performance levels of each principal at their individual school site.</i>	<i>All principals are under the TAP system and are eligible for this component.</i>	<i>Budgeted at \$5,000 per principals.</i>	<i>Maximum budgeted at \$5,000 per principal with five (5) principals \$25,000</i>
Performance	<i>A component of the TAP grant is a bonus pool budgeted at \$2,000 for Assistant Principal. The money is paid after test scores are received and the amount each principal will receive depends on their performance level: 60% school-wide achievement, 20% 360 Survey-Tenn TILS, and 20% TLT Evaluations.</i>	<i>The amount of the bonus will depend on the performance levels of the assistant principal.</i>	<i>All assistant principals are under the TAP system and are eligible for this component.</i>	<i>Budgeted at \$2,500 per assistant principal.</i>	<i>Maximum budgeted at \$2,500 per assistant principal with one (1) assistant principal in the Athens City School System \$2,500</i>
Education	<i>The District will maintain its existing salary schedule, including payment for advanced degrees.</i>	<i>Based on current salary schedule.</i>	<i>Advanced degrees for Athens City School Systems includes the following: BS- 34, BS 15- 0, BS 30- 4 MA- 49, MA15-2, MA30-2</i>		

			MA45- 6, EDS- 43, Doctorate- 1		
Experience	<i>The District will maintain its existing salary schedule, including step increases for years of experience.</i>	<i>Based on current salary schedule.</i>	<i>All teachers are eligible for step raises as per the existing salary schedule.</i>		
Other (Minority Teacher Incentive)	<i>The Athens City Board established the Professor W.E. Nash scholarship Program for an African-American student. The purpose of the program is to secure trained elementary minority teachers for the Athens City School System. Only one student will be awarded the scholarship of \$2,000 per school year during a four-year period. The selected individual must be willing to sign a contractual agreement to commit a minimum of three years' service to the Athens City Schools as a teacher.</i>	Bonus	N/A		
Other (National Teacher Certification)	<i>Any licensed employee of Athens City Schools receiving National Teacher Certification while employed with Athens City Schools shall receive a one-time stipend of \$2,000. Beginning with the year immediately following stipend, salary will be \$1,000 per year</i>	Bonus	One	<i>Budgeted at \$1,000per teacher</i>	<i>Budgeted at \$1,000per teacher</i>

	<i>contingent upon employment in the Athens City Schools.</i>				
Other (TAP Advanced Certification)	TAP is providing an opportunity for teachers within Athens City Schools to take courses that lead to advanced certificates in the areas of Leadership, Literacy, and STEM.	<p>The coursework should be related to Leadership, Literacy, or STEM</p> <p>-Credit hours are not to exceed nine (9) credit hours per teacher and enrollment can include Summer 2015, Fall 2015, and Spring 2016 semesters</p> <p>-Reimbursement at this time is limited to the tuition and fees attached to tuition</p> <p>-Reimbursement will be processed upon receipt of a transcript reflecting a passing grade in the course</p> <p>-Advanced certification participants who receive tuition must remain employed with the District for at least one school year following reimbursement</p>	TAP has allocated \$47,500 to this project. After reviewing tuition fees at nearby TN Wesleyan and Lee University, 3 credit hours will cost \$1,500 at TN Wesleyan and \$1,900 at Lee University. Anywhere from 8 to 10 master, mentor, or career teachers could participate, depending on the university each individual (or district) chooses for enrollment. Again, the selected courses should lead to advanced certification in Literacy, Leadership, or STEM.	<i>Budgeted for 8-10 teachers to participate depending on the college attaining coursework</i>	<i>Budgeted at \$47,500</i>

RULES FOR DIFFERENTIATED PAY PLAN

- **The District Plan will be reviewed annually.**
- **Eligible employees must hold a valid teaching license from the State of Tennessee to be eligible for bonus awards.**
- **Bonuses and incentive awards are not ensured to occur every year. They are contingent upon program funding.**