

Maryville City Schools 052					
2016-17 Differentiated Pay Plan					
Differentiated Element	Description	Compensation Type and Size	Reach	Estimated Cost	Estimated Salary Expenditures
	Describe how the district will differentiate for this element. Include the eligibility criteria for receiving the award (such as minimum attendance or evaluation score).	Will the compensation be given as a bonus or a base pay increase? How much will qualifying teachers receive?	Eligibility: How many teachers are eligible for this type of compensation? Forecasted participation: How many teachers do you estimate will receive the award?	How much does the district estimate it will pay out for this differentiated pay element?	What percentage of salary expenditures (excluding benefit costs) does this element cover?
Hard-to-Staff (School, Subject, or Placement)					
Performance					
Additional Instructional Roles or Responsibilities	The district will compensate specific roles and responsibilities that recognize the talents of our most effective teachers and deploy them in the service of student learning, adult learning, and collaboration toward school/system improvement. Funds will be allocated to schools based on a student enrollment formula.	Compensation will be given yearly in the form of a specified stipend to be determined based on the nature of the role, time involved, and expertise needed. Stipends will range from \$500-\$3500. Instructional Coaching	Currently there are 138 Stage 3 teachers in our system who might qualify for a specific assignment. Depending on the proposals submitted by each school, an estimated 70-90 teachers could be	The funds allocated for the roles and responsibilities stipends from school proposals will be approximately \$50,000.	This will comprise about .23% of our total \$27,513,527 district salary expenditures.

	<p>Principals will submit a written proposal including specific job descriptions to the Director who will make the final approval for awarding the funds. Proposals for compensation of a specific role/responsibility must meet the following criteria:</p> <ul style="list-style-type: none"> • Has strong potential to positively impact student outcomes and supports the MCS Strategic Plan goals and objectives • Involves a considerable amount of extra time, responsibility and decision-making skill • Requires an administrative selection process based on knowledge, skill level and expertise for the specific task. <p>Teachers who achieve Stage 3 status (Qualitative Component Score of 4.3 or above with a score of 3 or greater on each element of the TIGER rubric and an individual TVAAS score of 3 or greater where applicable) may be considered for a specific role as defined in an individual school proposal. Considerations such as</p>	<p>will be compensated in the form of a yearly stipend of \$500 per teacher assigned to the coach.</p>	<p>offered additional roles and responsibilities for compensation.</p> <p>This year 10 teachers are serving in the role of coach. This number is lower than in the past and will fluctuate based on the number of new hires and evaluation results but will serve as a baseline for estimates for budget preparation.</p>	<p>Instructional Coaching stipends will require \$12,000 allocation to meet the needs in this area of teacher growth and improvement.</p>	
--	--	--	---	---	--

	<p>leadership and facilitator skills, specific expertise in a content area or instructional strategy, or early adopter status of new technology will be determinants for awarding these roles/responsibilities.</p> <p>In addition to the school-specific roles and responsibilities proposals, the district will recognize the instructional coaching role as a district-wide role. Assignment of coaches to all Stage I teachers is a required part of the TIGER Evaluation Growth Model. Instructional Coaching duties are well defined in the MCS Mentoring and Coaching Guide. Each Stage 1 teacher will be assigned to an Instructional Coach until which time movement is made to Stage 2. Instructional Coaches will receive a \$500 stipend for each Stage 1 teacher assigned to them for a school year.</p>				
Education*	The district will continue to award step increases for each year of experience for the 2016-17 school year.	Degrees compensation will continue to be awarded with a base pay increase. A new salary scale will be introduced in 2016-17 which	<p>All teachers are eligible to receive degree compensation.</p> <p>Currently there are 320 of 375 certified</p>	The estimated cost is \$3,632,453	

		provides a fixed amount for each advanced degree.	employees with a degree higher than a bachelor's. An estimated forecast of movement from a bachelor's to a higher degree is about 10%, and likewise, movement from a master's is also estimated at 10%.		
Experience*	The district will continue to award step increases for each year of experience for the 2016-17 school year.	Each teacher will earn a yearly step increase for years of experience.	All teachers are eligible.	The average step increase in the district is \$1028 per year. The estimated cost is \$3,664,396.	
Other					

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