

Lenoir City Schools					
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)	Certified staff who add an additional area of certification in a hard-to-staff area will be reimbursed for the cost of the PRAXIS exam upon making a passing score required to add the area of certification and receipt of the revised license. Hard to staff areas will be designated by the Director of Schools.	Reimbursement will be paid under circumstances outlined. Reimbursement is expected to be \$115 - \$150 for each test, depending on the subject area.	Eligibility: All teachers will be eligible. Participation: It is estimated that 2 teachers may add certification in hard- to-staff areas	\$300	The estimated cost is less than 1% of salary expenses
Performance	N/A				
Additional Instructional	The district will fund 15 Learning Leader positions to serve as coaches for new teachers, teachers who are	An annual supplement of \$1,500 will be paid per	Eligibility: Any teacher with a level 5 teacher effectiveness score or a	The payout for these positions is	The estimated cost is less than

Roles or Responsibilities	below the acceptable range in teacher evaluation and provide professional development for utilizing professional development for instruction	teacher. The supplement will be paid at year end.	score of 4.0 or higher on the final qualitative evaluation score may apply for the position. Fifteen positions may be filled for the 2015-2016 school year. Participation: 15 teachers may receive the supplement	estimated at \$22,500	1% of salary expenses
Additional Instructional Roles or Responsibilities	The district will add two additional weeks to the contracts of 2 Personalized Learning Facilitators. These positions will support and coach classroom teachers as the district fully implements the 1:1 Digital Initiative.	Two additional weeks will be added to the base contract, based on degree and salary schedule step	Two positions will be eligible for the addition to the contract.	The payment is estimated at \$2,599 per position, a total of \$5,198.	The estimated cost is less than 1% of salary expenses
Additional Instructional Roles or Responsibilities	An additional month will be added to the contract of the K-3 ELA Literacy Specialist.	An additional month will be added to the base contract, based on degree and salary schedule step.	One position is eligible for the addition to the contract.	The payment is estimated at \$3,944.	The estimated cost is less than 1% of salary expenses
Education*	The MS+30 hrs. lane on the salary schedule will be closed to new participants. Teachers employed prior to 7/1/14 will continue on the	N/A	Only employees currently placed on the	No additional funding will be needed.	N/A

	lane until retirement, resignation or an additional degree is attained under the parameters listed below.		MS+30 hrs. will remain on the lane.		
Education*	Participation in advanced degree lanes above M.S. will be limited to degrees in the teacher's content area or in the area of curriculum & instruction supervision. Teachers undertaking an advanced degree may request a review by a teacher-led committee to determine if it meets the guidelines of the Differentiated Pay Plan. Teachers employed prior to 7/1/14 who are placed in advanced degree lanes will retain the placement. Any teacher who notified the central office of their participation in an advance degree program prior to July 31, 2014, will be placed in the appropriate salary lane, provided documentation of the degree is presented to the Central Office by August, 2016 and appropriate licensure is obtained.	No immediate change to current compensation	All teachers will be eligible, provided the advanced degree is in the content area they teach.	No immediate change in the amount of salary funds paid. After 2016, a budget savings will be realized that can be redistributed to other salary components. Currently this is estimated at \$36,000 per year.	No immediate change. After 201-2017, this is estimated to be .5% of total salaries eligible to be re-purposed into other salary components.
Experience*	The Years of Experience column on the salary schedule has been re-named as Steps. For 2016-2017, teachers will continue to receive 1	No change to current compensation	No change to current eligibility	No change to current compensation	No change to current compensation

	step on the salary schedule for 1 year of experience, through year 20.				
Other	Teachers who attain National Board Teacher Certification will receive a one-time bonus.	A one-time bonus of \$1,000 will be paid after verification of national certification.	Any teacher receiving national certification will be eligible for the bonus. Teacher must present documentation verifying receipt of certification to receive the bonus.	Estimated payout for 2014-2015 is \$0. No teachers are currently engaged in completing this program.	Cost is 0% of salary expenditures.
Other	Teachers who attend professional development sessions targeted to district needs will receive a stipend. Attendance must be during off contract times.	Teachers will receive a stipend of \$120 for a full day session or \$60 for a half-day session.	To be eligible for the stipend teacher must attend a professional development session targeted to district needs and designated as eligible by the Director of School and Supervisor of Instruction. Attendance must be during summer, school break or other off contract time. Number of teachers eligible will depend of length of sessions chosen. Projected budget	Estimated cost is \$10,920.	Estimated cost is less than 1% of salary expenditures.

			amount includes 91 full day sessions.		
Other	Teachers who reach initial tenure status with the district will be eligible to receive a one-time retention bonus	A one-time bonus of \$1,000 will be paid after the teacher fulfills the eligibility requirements	All teachers reaching initial tenure status may receive the bonus, providing all eligibility requirements are met. To be eligible, teachers must meet the requirements for tenure status and receive tenure status from the LCBOE, complete an employment contract for the following school year and complete 30 days of employment in the following school year. Six teachers will be eligible for tenure consideration in 2014-2015.	Estimated payout for the 2014-2015 school year is \$6,000 (Six employees will be eligible for tenure consideration).	Estimated cost is less than 1% of salary expenditures.

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