

Henry County 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)					
Performance					
Additional Instructional Roles or Responsibilities	<p><i>HC has established a compensated pay plan for additional instructional roles and responsibilities to meet the following goals:</i></p> <p><i>1) To establish continuous improvement for student learning outcomes</i></p>	<p><i>The compensation will be part of the teacher contract. Teachers filling these roles will receive \$300.00 to \$1000.00</i></p>	<p><i>We have more than 50 positions for ILT, Dept Chairs, Grade Level and Cluster leaders. An additional 20-25 certified faculty will serve as mentors to new teachers.</i></p>	<p><i>We plan to budget \$60,000 for these roles and responsibilities.</i></p>	<p><i>This represents less than 0.3% of our salary expenditures.</i></p>

	<p><b><i>2) To develop the growth capacity for professional educators by enhancing professionalism, leadership opportunities, collaboration, and use of research based practices.</i></b></p> <p><b><i>HC will compensate the following areas: Instructional Leadership Team (ILT) members, Department Chairs, Grade Level Leaders/Cluster Leaders and Teacher Mentors. Our district will compensate more than 70 positions, with compensation ranging from \$300.00 to \$1000.00 depending upon the role.</i></b></p> <p><b><i>ILT members will be selected from each school's certified teacher pool and will comprise a team of 5-8 members at each school. This team will meet a minimum of one time per month. Their main duties are to analyze school-wide data, monitor the Action Steps of school improvement plan, plan for school-level PD and solicit input on teaching and learning from the faculty as a whole.</i></b></p> <p><b><i>Grade Level Leaders/Department</i></b></p>				
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	<i>Chairs/Cluster Leaders are active in organizing and driving the work of the PLC's. This work entails organizing instructional planning documents, leading focused PLC teams and using weekly data to inform.</i>				
<b>Education*</b>	<i>HC will recognize the following levels of education for our salary schedule: Bachelor's, Master's, Master's plus 30 hours, and Advanced Degree. Teachers will receive additional pay for each level of education achieved upon documentation of their degree level. For anyone receiving compensation for any degree level above Master's, prior approval must be obtained by a committee appointed by the Director of Schools.</i>	<i>Compensation for levels of education will be given as part of the teacher's annual salary.</i>  <i>Levels of pay for education differ as follows:</i>  <i>Master's degree- \$3600.00 above Bachelor's</i>  <i>Master's plus 30- preapproved; \$2200.00 above Master's</i>  <i>Advanced degree- preapproved; \$2800.00 above Master's plus 30</i>	<i>All of our teachers are eligible. Currently, more than 56% of our teachers earn additional pay for degrees.</i>  <i>We have 4-5 teachers earning beyond a Master's degree as noted by preapprovals.</i>	<i>Currently, we pay more than 650,000.00 for additional levels of education.</i>	<i>This represents approximately 6% of our salary expenditures</i>
<b>Experience*</b>	<i>Our proposed salary schedule awards step increases for each year of experience up to year 19. Our salary schedule is attached.</i>	<i>The steps are figured as 1.35% increase on the base salary ( B.S. and</i>	<i>All teachers are eligible.</i>	<i>The annual step increase is 1.35% and the annual cost should be</i>	<i>The annual step increase represents approximately</i>

	<i><b>Each year, we plan to add one additional step as we move forward.</b></i>	<i><b>zero experience)</b></i>		<i><b>approximately \$125,000.00 dependent on personnel.</b></i>	<i><b>1.0% of our salary budget.</b></i>
<b>Other</b>					

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