

Elizabethton 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)	<p>The district will offer a 5% increase in base salary for the hard-to-staff area of Speech and Language Pathologist.</p> <p>This will assist the district in hiring and retaining quality people in this field.</p> <p>This will make the pay more comparable to facilities and school districts in our area who compete for these employees.</p>	This award will be a 5% base pay increase. This percentage will be reviewed annually.	<p>This award will be available to all teachers in the district who are employed in a Speech and Language Pathologist role.</p> <p>Currently, we have three (3) Speech and Language Pathologists. All will be eligible.</p>	The estimated total for this is \$7,290 for three (3) teachers.	This will comprise about 0.08% of the district salary expenditures.
Performance					

<p><b>Additional Instructional Roles or Responsibilities</b></p>	<p>The district will create five (5) school-level PLC Coordinator positions to enhance the implementation of PLC's at each location. Building Administrators will have the flexibility to divide these duties between multiple teachers based on grade levels and/or subjects as needed.</p> <p>These individuals will be responsible for leading the monthly meetings. Teachers with an effectiveness score of 4 or 5 will be eligible to apply.</p>	<p>The award will be given annually in the form of a \$2,000 stipend. This amount may be divided between multiple teachers, based on school needs. This amount will be reviewed annually.</p>	<p>Teachers must receive an evaluation score of 4 or 5 in order to apply for the position. School administrators will screen the applicants. Additional criteria for selection will include (but not limited to): rapport with staff, communication skills, &amp; previous leadership experience. (Draft job description is attached.)</p> <p>There will be one (1) PLC Coordinator position at each of the five schools in the district:</p> <ul style="list-style-type: none"> <li>- 1 at East Side Elem.</li> <li>- 1 at H. McCormick Elem.</li> <li>- 1 at West Side Elem.</li> <li>- 1 at T. A. Dugger Jr. High</li> </ul>	<p>The estimated cost of these awards is \$10,000</p>	<p>This will comprise about 0.11% of the district salary expenditures.</p>
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<b><i>Education*</i></b>	<p>The district will include Bachelor's, Master's, Educational Specialist's, and Doctorate's for eligible base pay compensation as shown in the attached salary schedule. The district will no longer compensate (in base pay) teachers at the Bachelor's +30 or the Master's +30 levels.</p> <p>The district will continue to pay the base salaries for teachers currently on these eliminated levels. No new employees will be added to these steps after July 1, 2015.</p>	<p>Master's, Educational Specialist's, and Doctorate's will be awarded a base pay increase.</p> <p>Each qualifying teacher will receive a base pay increase for an advanced degree provided they make available a copy of their official transcript, verifying hours and degree conferred. These scales will be reviewed annually.</p>	Base pay for all teachers will be determined by this scale.	<p>\$8,680,000</p> <p>(\$680,000 above the state minimum)</p>	<p>This will comprise almost 89.57% of the district salary expenditures.</p> <p>The state minimum is 82.08%, with the local portion being 7.49%</p>
<b><i>Experience*</i></b>	<p>The district will continue to award step increases for each year of experience up to fifteen years.</p> <p>The attached salary schedule contains proposed amounts.</p>	Each teacher will earn a yearly step increase for years of experience. The number of step increases will be reviewed annually.	All teachers are eligible until maximum experience is reached.	\$930,000 above the state minimum	This experience payment will comprise 10.24% of the district salary expenditures.

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