

Cocke County					
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?
Additional Instructional Roles or Responsibilities	The District will develop additional instructional roles based on system needs. Examples include learning leaders, mentor teachers, PLC Team leaders, etc. Teachers performing at a 3, 4 or 5 on individual growth and/or TEAM Educator Effectiveness scores will be eligible for additional roles within the district.	The compensation for these jobs will be outlined in job descriptions and will range from \$500 to \$2000 annually as a stipend. It is anticipated that we have a minimum of one role per school (11 schools) based on need.	Based on TEAM scores approximately 80% (315) of the teachers would be considered meeting these expectations.	The estimated cost of stipends for these roles is \$163,700.	This payout will make up less than 1% of salary cost.
Education*	The District will continue to award step increases based on the following levels of education: 1. Bachelors Degree 2. Masters Degree	Advancing from one educational step to the next will be given as a salary increase.	All 394 certified employees are eligible for this award.	The estimated cost for this portion of the salary plan is \$235,398	These payouts will form close

	3. Masters Degree plus 30 semester hours 4. Education Specialist Degree Doctorate	Please see attached proposed pay scale for amounts.			to 1% of salary cost
Experience*	The District will continue to award experience steps from 0 years through 30 years.	Advancing from one experience step to the next will be given as a salary increase. Please see attached proposed pay scale for amounts.	All 394 certified employees are eligible for this award.	The estimated cost for this portion of the salary plan is \$252,398	These payouts will form close to 1% of salary cost
Other Attendance Bonus	The District will pay an attendance bonus to certified personnel for either perfect or outstanding attendance during the school year. The attendance breakdown: 1. No days missed a bonus of \$300 2. Two days or less missed a bonus of \$150 3. <i>First two unused personal days will be converted to sick days.</i> Any additional unused personal days may be "cashed in" for \$51 per day. MAXIMUM AMOUNT OF ATTENDANCE BONUS \$402	The Attendance Bonus will be paid as a bonus at the end of the school year. The amount will be based on the aforementioned criteria.	All 394 certified employees are eligible for the award. It is estimated that approximately 50% will be eligible for one or more attendance components.	The estimated cost of this portion of the salary plan is \$34,811	This payout will make up less than 1% of the salary cost
Other National Certified Board Teacher	The District will add a bonus award for staff members who attain certification as a National Certified Board Teacher. Participants for this bonus shall present documentation	The staff members that are certified as a National Certified Board Teacher will receive an additional \$2000	All 394 certified employees of the District are eligible to become National Board Certified Teachers.	The estimated cost for the 1 st year is \$2000. However, it is felt that there will be	For the first year this

	from the National Certification Board confirming they have met the criteria to become national certified.	annually added into their placement on the step and lane salary schedule approved by the local board.	Currently there is one nationally certified staff member in the District.	certified staff members who will pursue this option in the future.	program will cost \$2000.
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**Education and experience are not differentiated pay elements and do not count toward the mandated criteria.*