



# 2016-17 Differentiated Pay Plan Submission Template

## Purpose of this Document

- The document includes two required sections where districts will describe their proposed **2016-17 differentiated pay plans and 2015-16 implementation update**. Please enter the district’s 2016-17 differentiated pay plans into the required template. All districts are required to resubmit their differentiated pay plan even if no changes are being made.

## Helpful Submission Tips

- All salary schedules must be submitted as EXCEL files. Save file as “DistrictNameSalScheduleFY17.”**
- Districts can propose an **alternative salary schedule** for 2016-17 as their differentiated pay plan AND will need to complete a short addendum, found [here](#).
  - For example, if the district is no longer recognizing advanced degrees as aligned to the state’s minimum salary schedule, these changes to the district salary schedule must be approved by the State Board of Education.**
  - For districts with an existing, approved alternative salary schedule, please contact Sylvia Flowers ([Sylvia.Flowers@tn.gov](mailto:Sylvia.Flowers@tn.gov)) if the district is considering making any changes to its current salary schedule.**
- A complete copy of the differentiated pay policy can be found [here](#). See Section III for a list of the common differentiated pay terms used throughout this document.

All differentiated pay plans and salary schedules should be submitted to [Compensation.Questions@tn.gov](mailto:Compensation.Questions@tn.gov) no later than **June 30, 2016**. The department will post the final differentiated pay plans and salary schedules [here](#) on the website.

## I. 2016-17 Differentiated Pay Plan (Required Section)\*

Directions: Please insert your district’s name at the top of the table. For each element of the district’s differentiated pay plan, use the table below to provide a description of how the district will differentiate pay. The plan must include **at least one** of the elements listed below in the left-hand column. Please add rows or repeat differentiated pay elements as needed. As a reminder, **education and experience do not qualify as a type of differentiated pay**. See the supplemental documents tab on the [website](#) to view a sample table that contains an example of each type of differentiated element. A complete list of differentiated pay definitions is available in Section III of the document.

<b>District Name</b>
<b>2016-17 Differentiated Pay Plan</b>

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)	<i>The Oneida SSD will offer a signing bonus in the hard to staff area of secondary math. This will include positions in AP College Algebra, Pre-Calculus, and Calculus</i>	<i>The award will be given as a two-part bonus of \$1000 at the time of signing and an additional \$1000 at the end of the school year when evidence of satisfactory evaluation results are available</i>	<i>The award will be available to new teachers to the district. The district typically hires 1 position per school year in the areas defined.  Existing teachers (1) in the subjects defined will also be eligible for the same bonus as a retention incentive</i>	<i>The estimated total for this is \$4000 (2 teachers at \$2000 each)</i>	<i>This award makes up less than 2% of the district annual salary cost.</i>
Performance	N/A				
Additional Instructional Roles or Responsibilities	N/A				
Education*	<i>The Oneida SSD will maintain degree based pay compensation</i>	<i>Degrees will be awarded with a base</i>	<i>The district currently has 65% with an</i>	<i>The estimated cost of this</i>	<i>This will comprise</i>

	<i>as shown in the attached 2016-17 salary schedule</i>	<i>pay increase</i>	<i>advanced degree above the Bachelor's Level</i>	<i>element is \$40,000 to \$50,000 per year</i>	<i>about 11% of the district salary expenditures</i>
<i>Experience*</i>	<i>The Oneida SSD will continue to award step increases for each year of experience</i>  <i>The attached salary schedule contains proposed amounts</i>	<i>Each teacher will earn a yearly step increase for years of experience</i>	<i>All teachers are eligible</i>	<i>The average step increase in the district is \$800 per year. The estimated cost is \$80,000</i>	<i>This experience payment makes up 20% of the district expenditures on salary</i>
<i>Other</i>	<i>The Oneida SSD will further its enrichment programs throughout the school year.</i>  <i>Highly effective teachers (scores of 4 or 5) will be eligible to receive a stipend to facilitate learning programs after school and during the summer months</i>	<i>This award will be given yearly in the form of \$1000 stipend</i>	<i>Any teacher who receives a 4 or 5 on their evaluations would be eligible to apply for the position. District and school leaders will then screen for additional qualities relating to the area of enrichment.</i>  <i>There will be a total of 15 enrichment positions in the district:</i>  <i>3 at the high school 4 at the middle school 8 at the elementary</i>	<i>The estimated cost of these awards is \$15,000</i>	<i>This will comprise about 2% of the district salary expenditures</i>

			<i>school</i>		
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*\*Education and experience are not differentiated pay elements and do not count toward the mandated criteria.*

## II. Implementation Update on 2015-16 (Required Section)\*

Please provide information regarding the amount and number of stipends or awards that were paid to teachers in 2015-16.

Differentiated Elements	Actual Total Expenditures from 2015-16	# of Teachers who Received Payout	Total # of Teachers Eligible	Amount of Payouts for Teachers	Date of Payouts
Hard-to-Staff (School, Subject, or Placement)	\$4000	1	1	\$2000	December 2015 June 2016
Performance	\$			\$	
Additional Instructional Roles or Responsibilities	\$			\$	
Education*	\$40,000	100	100	\$40,000	August 2015-June 2016
Experience*	\$40,000	100	100	\$40,000	August 2015-June 2016
Other (please describe)					
Total:	\$84,000			\$82,000	
<b>Total number of certified teachers in your district</b>			100		
<b>If the district has a performance element, what year's evaluation data was</b>					

**utilized for the payout? (e.g. 2014-15)**

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

If the district had to make changes to the plan, please outline what circumstances led to those decisions.

**III. Common Differentiated Pay Terms**

<b>Term</b>	<b>Definition</b>
<b>Alternative Salary Schedule</b>	A salary schedule that uses some other component, often a performance measure, in addition to or in place of education and experience to determine base pay. A schedule where an educator’s evaluation score is used to determine the amount of his or her yearly base pay increase is an example of an alternative salary schedule. Alternative salary schedules are subject to State Board of Education approval.
<b>Base pay (base salary)</b>	An individual’s salary excluding any additional compensation in the form of bonuses, stipends, or supplements for additional work or responsibilities.
<b>Bonus/stipend</b>	Additional compensation for a pre-defined set of criteria. Bonus and stipend pay are awarded in addition to or “on top of” an individual’s base pay. Bonuses/stipends are one-time payments awarded for a specific role, additional responsibility, or achievement of particular criteria. Bonuses and stipends are not a part of base salary and do not become a reoccurring part of an individual’s compensation.
<b>Differentiated Pay Plan</b>	A district specific plan designed to aid in recruiting and retaining highly effective teachers.
<b>Hard-to-Staff</b>	A component, typically bonus or stipend, that provides an additional compensation for educators staffed in shortage areas such as high needs schools, subjects, or grade areas.
<b>Instructional Roles and Responsibilities</b>	A component, typically bonus or stipend, which provides educators additional compensation for completing additional duties or taking on additional responsibilities or teacher leadership roles.
<b>Opt-in/opt-out provision</b>	Individuals are provided with the choice to participate in a program. This provision is most often associated with alternative salary schedules and is not a required provision.
<b>Performance</b>	A component that provides a base pay increase, bonus, or both to educators typically determined by an educator’s individual performance using a Tennessee approved evaluation model, a school-level performance measure, or a district performance measure.
<b>Traditional salary schedule (or step and lane schedule)</b>	A salary schedule that uses years of experience and education levels exclusively to determine educator’s increases in base pay. Traditional schedules may follow the same structure as the state minimum salary schedule. Salary schedules that modify the amount of the step increases given for experience or change the structure of the education lanes may still be considered a traditional schedule as long as they meet or exceed the relevant state minimums.

# ONEIDA SPECIAL SCHOOL DISTRICT

## Certified Salary Schedule

July 1, 2016

EXP	2016-17		2016-17		2016-17		2016-17		2016-17		2016-17	
	Base	Sal +	Sal +	Base	Sal +	Sal +	Base	Sal +	Sal +	Base	Sal +	Sal +
BA			MA			EDS			EDD			
0	34450	250	<b>34700</b>	36780	250	<b>37030</b>	39675	250	<b>39925</b>	43040	250	<b>43290</b>
1	34890	250	<b>35140</b>	37220	250	<b>37470</b>	40115	250	<b>40365</b>	43625	250	<b>43875</b>
2	35330	250	<b>35580</b>	37660	250	<b>37910</b>	40555	250	<b>40805</b>	44210	250	<b>44460</b>
3	35770	250	<b>36020</b>	38100	250	<b>38350</b>	41325	250	<b>41575</b>	44795	250	<b>45045</b>
4	36210	250	<b>36460</b>	38875	250	<b>39125</b>	42300	250	<b>42550</b>	46115	250	<b>46365</b>
5	36650	250	<b>36900</b>	39315	250	<b>39565</b>	43270	250	<b>43520</b>	46745	250	<b>46995</b>
6	37090	250	<b>37340</b>	40290	250	<b>40540</b>	44535	250	<b>44785</b>	48470	250	<b>48720</b>
7	37530	250	<b>37780</b>	41265	250	<b>41515</b>	45510	250	<b>45760</b>	49240	250	<b>49490</b>
8	38305	250	<b>38555</b>	42705	250	<b>42955</b>	45950	250	<b>46200</b>	49825	250	<b>50075</b>
9	38745	250	<b>38995</b>	43145	250	<b>43395</b>	46720	250	<b>46970</b>	50525	250	<b>50775</b>
10	39185	250	<b>39435</b>	43585	250	<b>43835</b>	47160	250	<b>47410</b>	51110	250	<b>51360</b>
11	39625	250	<b>39875</b>	44025	250	<b>44275</b>	47930	250	<b>48180</b>	51880	250	<b>52130</b>
12	40065	250	<b>40315</b>	44465	250	<b>44715</b>	48370	250	<b>48620</b>	52465	250	<b>52715</b>
13	40505	250	<b>40755</b>	44905	250	<b>45155</b>	49140	250	<b>49390</b>	53050	250	<b>53300</b>
14	40945	250	<b>41195</b>	45345	250	<b>45595</b>	49580	250	<b>49830</b>	53635	250	<b>53885</b>
15	41385	250	<b>41635</b>	45785	250	<b>46035</b>	50020	250	<b>50270</b>	54220	250	<b>54470</b>
16	41825	250	<b>42075</b>	46225	250	<b>46475</b>	50460	250	<b>50710</b>	54805	250	<b>55055</b>
17	42265	250	<b>42515</b>	46665	250	<b>47015</b>	50900	250	<b>51150</b>	55390	250	<b>55640</b>
18	42705	250	<b>42955</b>	47105	250	<b>47355</b>	51340	250	<b>51590</b>	55975	250	<b>56225</b>
19	43145	250	<b>43395</b>	47445	250	<b>47695</b>	51780	250	<b>52030</b>	56560	250	<b>56810</b>
20	43585	250	<b>43835</b>	47785	250	<b>48035</b>	52220	250	<b>52470</b>	57145	250	<b>57395</b>

<b>Strategic Compensation Model</b>
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Enrichment Programs  
Hard to Fill

1000 15  
2000 2

<b>Total Allocation</b>	
15000	
4000	
<b>TOTAL</b>	<b>19000</b>