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HARDEMAN COUNTY BOARD OF EDUCATION

10815 OLD HWY. 64
BOLIVAR, TENNESSEE 38008

Warner A. Ross, II
Director of Schools

Date: November 5th, 2013
To: All Principals
From: Director of Schools *Warner A. Ross, II*
Re: Advisory Committee for Differentiated Pay Plan / Alternative Pay Schedule

In June 2013, the State Board of Education passed a revised set of guidelines pursuant to Tenn. Code Ann. §49-3-306(h), which requires districts to create and implement differentiated pay plans for the upcoming 2014-15 School Year. In order to meet this requirement, we are establishing a *Differentiated Pay Advisory Committee* to research, discuss, develop and propose a plan for Hardeman County. There are several factors that affect options we have on this topic. Classroom teachers should be included in the plan development and recommendations. The work of the committee will take place over the next few months with the end-state resulting in a committee plan recommendation in March/April of 2014 to the Hardeman Co. Board of Education for consideration and approval.

To begin our work, I am requesting that each campus provide building representation for the *Differentiated Pay Advisory Committee*. This committee will consist of 14 professional personnel and is established using a ratio of 1 representative per 33-35 teachers per campus. The committee will also include 1 building administrator and 1 district administrator. When nominating your representative please keep the following in mind: #1) they are willing to participate, #2) open to different ideas, #3) willing to serve as a communications and information link to your campus. Our goal is to have a representation of certified classroom teachers (elem/middle/high school, tested-EoC/non-tested, career-technical, tenured/non-tenured).

- **BES** – 2 representatives – 1 tested / 1 non tested – (one tenured/one non-tenured)
- **BMS** – 1 representative - 1 tested (either tenured or non-tenured)
- **BCHS** – 2 representatives 1 EOC / 1 CTE (one tenured/one non-tenured)
- **HES** – 1 representative - 1 non tested (either tenured or non-tenured)
- **TES** – 1 representative – 1 tested (either tenured or non-tenured)
- **WES** – 1 representative – 1 non tested (either tenured or non-tenured)
- **GJES** – 1 representative – 1 tested (either tenured or non-tenured)
- **MES** – 1 representative – 1 non-tested (either tenured or non-tenured)
- **MHS** – 2 representatives – 1 tested / 1 CTE (one tenured/one non-tenured)
- **Administrator Representative** – 1 representative- Mary Ann Polk
- **District Representative** – 1 representative

Principals submit their building nominees (per the instructions above) by end of the school day on Monday, November 10th. Nomination recommendation form can be accessed by clicking [here](#) or typing this link into your web browser:

https://www.surveymonkey.com/s/HCS_DiffPay_Adv_Commt

Initial Meeting Time/Location – November 21, 2013 @ 4:00p.m. – District Office

“Preparing for the Future, One Child at a Time”