



STATE OF TENNESSEE
DEPARTMENT OF EDUCATION
Division of Resources and Support Services
6th FLOOR, ANDREW JOHNSON TOWER
710 JAMES ROBERTSON PARKWAY
NASHVILLE, TN 37243-0375

PHIL BREDESEN
GOVERNOR

TIMOTHY K. WEBB, Ed.D.
COMMISSIONER

MEMORANDUM

TO: Director of Schools
FROM: Robert Greene
Deputy Commissioner
DATE: September 15, 2008
SUBJECT: Differentiated Pay Plan

All LEAs are required to have an approved and implemented differentiated pay plan for their district by October 1, 2008. The Department's fiscal consultants will review these proposals, and the final copies will be retained in the Office of Local Finance. Any district that cannot fund the new proposal during the 2008-2009 school year due to unforeseeable economic restrictions must submit to the Department a written justification outlining the budgetary constraints that will delay funding of the differentiated pay proposal. This does not relieve your system of its requirement to have an approved and implemented plan.

Please keep in mind these plans must be approved by your school board and reviewed by your fiscal consultant in the field service centers. Fiscal consultants will use the Differentiated Pay Plan Checklist to review a system's plan. A plan is not accepted by the Department until a fiscal consultant has reviewed the plan and completed the checklist. The final deadline for having plans approved and reviewed is October 1, 2008.

Please do not hesitate to contact your fiscal consultant or Resources and Support Services if you have questions.

RG:bp

Cc: Fiscal Consultants




HARDEMAN COUNTY BOARD OF EDUCATION

10815 OLD HIGHWAY 64 WEST, PO BOX 112
BOLIVAR, TENNESSEE 38008

Dr. Donald L. Hopper, Ph.D.
Director of Schools

MEMORANDUM

TO: Ron Adelman, Fiscal Consultant

FROM: Donald L. Hopper, Director of Schools 

DATE: September 22, 2008

SUBJECT: Differentiated Pay Plan (2008-2009)

Please find attached a copy of the board approved 2008-2009 Differentiated Pay Plan for the Hardeman County School District. You will also note that a copy of the preliminary school report data for the 2008-2009 school year is attached reflecting implementation of the plan.

If you need additional information, please do not hesitate to contact me.

/str

pc: File

Differentiated Pay Plan
Hardeman County Schools
2008-2009

The Hardeman County Board of Education has developed the following differentiated pay plan to fulfill the requirement of Public Chapter 376, Section 5.

The Hardeman County Board of Education has maintained and will continue to maintain a reduction in its class sizes by the employment of classroom reduction teachers. The Hardeman County Board of Education employs 385 teachers with an average turnover rate of approximately six percent. As a result, the reduction in class size has been a means of retaining/recruiting effective teachers. Our budget, which is approved by our county commissioners, continually reflects salaries for the plan. We are able to continually provide a local supplement each year for each certificated position. In an effort to assure that high needs schools have received priority, such schools have an even lower than average class size in grades K-3. Below is list of district averages, per grade level, compared to state grade level averages.

Grade Level Group	EIA Grade Level Average	Hardeman County BOE Average	High Needs Schools/Fields Average
K-3	20	16.24	14.21
4-6	25	16.17	N/A
7-12	30	19.35	N/A

Attached you will find preliminary school report data for the 2008-09 school year which reflects the implementation of this plan. The above plan was approved by the Hardeman County Board of Education on September 11, 2008.

Approved:



Donald L. Hopper, Ph.D.
Director of Schools

Preliminary School Report - Grades PK - 12 - Fall or Spring

School Year 2008

Report Date: 09/19/2008

School Year 2008
 District Number 350
 School Number 0005

Name Hardeman Co.
 Name Bolivar Elementary

Semester 01

An "*" in column "Out/Comp" indicates item is **not compliant** based on data submitted

Grade Level Group	Total No. Classes	EIA Grade Level Avg	School Grade Level Group Avg	EIA Max Class Sizes	Out/Comp
K - 3, T1-T3	36	20	16.44	25	
4 - 6, T4-T6	126	25	17.59	30	
7 - 12, T7-T8	0	20			
Vocational Ed	0				
Special Ed (Grade N)	1				
Pre-Kindergarten	0				
Totals	163				

Illegal Splits

An "*" in column "Out/Comp" indicates item is **not compliant** based on data submitted

SDE Course Code	Local Class Number	Grade Levels Within a Class	Class Size	EIA Max Class Size	Out/Comp
Totals	0				

Multi-Age

An "*" in column "Out/Comp" indicates item is **not compliant** based on data submitted

SDE Course Code	Local Class Number	Grade Levels Within a Class	Class Size	EIA Max Class Size	Out/Comp
Totals	0				

District - K-3 - 16.24
4-6 - 16.17
7-12 - 19.35

Preliminary School Report - Grades PK - 12 - Fall or Spring

School Year 2008
Report Date: 09/19/2008

Semester 01

School Year 2008
District Number 350 Name Hardeman Co.
School Number 0010 Name Bolivar Middle School

An "*" in column "Out/Comp" indicates item is **not compliant** based on data submitted

Grade Level Group	Total No. Classes	EIA Grade Level Avg	School Grade Level Group Avg	EIA Max Class Sizes	Out/Comp
K - 3,T1-T3	0	20		25	
4 - 6,T4-T6	63	25	12.00	30	
7 - 12,T7-T8	108	30	15.75	35	
Vocational Ed	5	20	12.20	25	
Special Ed (Grade N)	0				
Pre-Kindergarten	0				
Totals	176				

Illegal Splits

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SDE Course Code	Local Class Number	Grade Levels Within a Class	Class Size	EIA Max Class Size	Out/Comp
Totals	0				

Multi-Age

An "*" in column "Out/Comp" indicates item is **not compliant** based on data submitted

SDE Course Code	Local Class Number	Grade Levels Within a Class	Class Size	EIA Max Class Size	Out/Comp
Totals	0				

Preliminary School Report - Grades PK - 12 - Fall or Spring

School Year 2008

Report Date: 09/19/2008

School Year 2008

Semester 01

District Number 350
 School Number 0015

Name Hardeman Co.
 Name Central High School

An "***" in column "Out/Comp" indicates item is not compliant based on data submitted

Grade Level Group	Total No. Classes	EIA Grade Level Avg	School Grade Level Group Avg	EIA Max Class Sizes	Out/Comp
K - 3,T1-T3	0	20		25	
4 - 6,T4-T6	0	25		30	
7 - 12,T7-T8	235	30	19.61	35	
Vocational Ed	47	20	19.11	25	
Special Ed (Grade N)	0				
Pre-Kindergarten	0				
Totals	282				

Illegal Splits

An "***" in column "Out/Comp" indicates item is not compliant based on data submitted

SDE Course Code	Local Class Number	Grade Levels Within a Class	Class Size	EIA Max Class Size	Out/Comp
Totals	0				

Multi-Age

An "***" in column "Out/Comp" indicates item is not compliant based on data submitted

SDE Course Code	Local Class Number	Grade Levels Within a Class	Class Size	EIA Max Class Size	Out/Comp
Totals	0				

Preliminary School Report - Grades PK - 12 - Fall or Spring

School Year 2008

Report Date: 09/19/2008

School Year 2008
 District Number 350
 School Number 0025

Name Hardeman Co.
 Name Grand Junction Elementary

Semester 01

An "*" in column "Out/Comp" indicates item is **not compliant** based on data submitted

Grade Level Group	Total No. Classes	EIA Grade Level Avg	School Grade Level Group Avg	EIA Max Class Sizes	Out/Comp
K - 3,T1-T3	8	20	14.50	25	
4 - 6,T4-T6	6	25	14.00	30	
7 - 12,T7-T8	0	30		35	
Vocational Ed	0	20		25	
Special Ed (Grade N)	0				
Pre-Kindergarten	0				
Totals	14				

Illegal Splits

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SDE Course Code	Local Class Number	Grade Levels Within a Class	Class Size	EIA Max Class Size	Out/Comp
Totals	0				

Multi-Age

An "*" in column "Out/Comp" indicates item is **not compliant** based on data submitted

SDE Course Code	Local Class Number	Grade Levels Within a Class	Class Size	EIA Max Class Size	Out/Comp
Totals	0				

Preliminary School Report - Grades PK - 12 - Fall or Spring

School Year 2008

Report Date: 09/19/2008

School Year 2008

Semester 01

District Number 350

Name Hardeman Co.

School Number 0030

Name Hornsby Elementary

An "*" in column "Out/Comp" indicates item is not compliant based on data submitted

Grade Level Group	Total No. Classes	EIA Grade Level Avg	School Grade Level Group Avg	EIA Max Class Sizes	Out/Comp
K - 3,T1-T3	4	20	19.75	25	
4 - 6,T4-T6	27	25	17.67	30	
7 - 12,T7-T8	18	30	20.00	35	
Vocational Ed	0	20		25	
Special Ed (Grade N)	0				
Pre-Kindergarten	0				
Totals	49				

Illegal Splits

An "*" in column "Out/Comp" indicates item is not compliant based on data submitted

SDE Course Code	Local Class Number	Grade Levels Within a Class	Class Size	EIA Max Class Size	Out/Comp
Totals	0				

Multi-Age

An "*" in column "Out/Comp" indicates item is not compliant based on data submitted

SDE Course Code	Local Class Number	Grade Levels Within a Class	Class Size	EIA Max Class Size	Out/Comp
Totals	0				

Preliminary School Report - Grades PK - 12 - Fall or Spring

School Year 2008

Report Date: 09/19/2008

School Year 2008
 District Number 350
 School Number 0035

Name Hardeman Co.
 Name Middleton Elementary

Semester 01

An "*" in column "Out/Comp" indicates item is **not compliant** based on data submitted

Grade Level Group	Total No. Classes	EIA Grade Level Avg	School Grade Level Group Avg	EIA Max Class Sizes	Out/Comp
K - 3,T1-T3	17	20	16.35	25	
4 - 6,T4-T6	12	25	15.17	30	
7 - 12,T7-T8	0	30		35	
Vocational Ed	0	20		25	
Special Ed (Grade N)	1				
Pre-Kindergarten	0				
Totals	30				

Illegal Splits

An "*" in column "Out/Comp" indicates item is **not compliant** based on data submitted

SDE Course Code	Local Class Number	Grade Levels Within a Class	Class Size	EIA Max Class Size	Out/Comp
Totals	0				

Multi-Age

An "*" in column "Out/Comp" indicates item is **not compliant** based on data submitted

SDE Course Code	Local Class Number	Grade Levels Within a Class	Class Size	EIA Max Class Size	Out/Comp
Totals	0				

Preliminary School Report - Grades PK - 12 - Fall or Spring

School Year 2008
Report Date: 09/19/2008

School Year 2008
District Number 350
School Number 0040

Name Hardeman Co.
Name Middleton High School

Semester 01

An "*" in column "Out/Comp" indicates item is not compliant based on data submitted

Grade Level Group	Total No. Classes	EIA Grade Level Avg	School Grade Level Group Avg	EIA Max Class Sizes	Out/Comp
K - 3,T1-T3	0	20		25	
4 - 6,T4-T6	0	25		30	
7 - 12,T7-T8	190	30	18.51	35	
Vocational Ed	53	20	14.32	25	
Special Ed (Grade N)	7				
Pre-Kindergarten	0				
Totals	250				

Illegal Splits

An "*" in column "Out/Comp" indicates item is not compliant based on data submitted

SDE Course Code	Local Class Number	Grade Levels Within a Class	Class Size	EIA Max Class Size	Out/Comp
Totals	0				

.i-Age

An "*" in column "Out/Comp" indicates item is not compliant based on data submitted

SDE Course Code	Local Class Number	Grade Levels Within a Class	Class Size	EIA Max Class Size	Out/Comp
Totals	0				

Preliminary School Report - Grades PK - 12 - Fall or Spring

School Year 2008

Report Date: 09/19/2008

Semester 01

School Year 2008
 District Number 350
 School Number 0045

Name Hardeman Co.
 Name Toone Elementary

An "*" in column "Out/Comp" indicates item is **not compliant** based on data submitted

Grade Level Group	Total No. Classes	EIA Grade Level Avg	School Grade Level Group Avg	EIA Max Class Sizes	Out/Comp
K - 3,T1-T3	8	20	16.50	25	
4 - 6,T4-T6	51	25	14.69	30	
7 - 12,T7-T8	18	30	23.50	35	
Vocational Ed	0	20		25	
Special Ed (Grade N)	0				
Pre-Kindergarten	0				
Totals	77				

Illegal Splits

An "*" in column "Out/Comp" indicates item is **not compliant** based on data submitted

SDE Course Code	Local Class Number	Grade Levels Within a Class	Class Size	EIA Max Class Size	Out/Comp
Totals	0				

...ulti-Age

An "*" in column "Out/Comp" indicates item is **not compliant** based on data submitted

SDE Course Code	Local Class Number	Grade Levels Within a Class	Class Size	EIA Max Class Size	Out/Comp
Totals	0				

Preliminary School Report - Grades PK - 12 - Fall or Spring

School Year 2008

Report Date: 09/19/2008

School Year 2008
 District Number 350
 School Number 0055

Name Hardeman Co.
 Name Whiteville Elementary

Semester 01

An "*" in column "Out/Comp" indicates item is **not compliant** based on data submitted

Grade Level Group	Total No. Classes	EIA Grade Level Avg	School Grade Level Group Avg	EIA Max Class Sizes	Out/Comp
K - 3,T1-T3	11	20	13.91	25	
4 - 6,T4-T6	23	25	22.09	30	
7 - 12,T7-T8	36	30	18.78	35	
Vocational Ed	0	20		25	
Special Ed (Grade N)	0				
Pre-Kindergarten	0				
Totals	70				

Illegal Splits

An "*" in column "Out/Comp" indicates item is **not compliant** based on data submitted

SDE Course Code	Local Class Number	Grade Levels Within a Class	Class Size	EIA Max Class Size	Out/Comp
Totals	0				

Multi-Age

An "*" in column "Out/Comp" indicates item is **not compliant** based on data submitted

SDE Course Code	Local Class Number	Grade Levels Within a Class	Class Size	EIA Max Class Size	Out/Comp
Totals	0				