

## Claiborne County Schools

### 2019-20 Differentiated Pay Plan

Hard-to-Staff	<input checked="" type="checkbox"/>
Instructional Roles	<input checked="" type="checkbox"/>
Performance	<input type="checkbox"/>
Alternative Salary Schedule	<input type="checkbox"/>

Hard to Staff (School, Subject, or Placement)	
<b>Description</b>	<p>A new teacher to Claiborne County (no prior experience in our system) or a teacher currently in the school system but not teaching in the hard-to-staff area (grade levels 5-12) is eligible for this element. The teacher must hold a valid (Apprentice, Professional, or Out-of-State) Tennessee teaching license. Eligible teachers must stay in the position (subject and school site) for a period of no less than three (3) years, excluding situations whereby teachers are transferred to another school within the district. The employee will be required to reimburse the system up to 100% of the bonus on a prorated scale if they do not fulfill the three-year teaching obligation. An additional class period will be offered to educators teaching in hard-to-staff positions. For teachers to be considered, they must meet defined teacher performance and attendance requirements.</p> <p>An additional class period will be offered to educators teaching in hard-to-staff positions. The compensation will be prorated along with the educator's current salary schedule. In order for teachers to be considered, they must meet the fulfillment of duties and responsibilities assigned by the district and attendance requirements.</p> <p><b>Priority Areas: 5-8 (Math), 9-12 (Math, Science, Reading/ELA, Fine Arts, Special Education, Other)</b></p>
<b>Eligibility Criteria</b>	<p>Level of overall effectiveness (LOE); Individual TVAAS; Certified in content/grade area; Attendance minimum (i.e., miss no more than 12 days) Current teachers and new hires are eligible.</p>
<b>Compensation Type and Size</b>	<p><b>Compensation Type:</b> Bonus <b>Bonus Type:</b> Signing/Recruitment/Retention</p> <p><b>Compensation Amount:</b> A bonus of 2,000 dollars will be paid upon entering into a contract for employment. Upon contract renewal, a bonus of \$3,000 will be paid for the first and second year of employment upon the fulfillment of duties and responsibilities assigned by the district. Contingent upon contract renewal, a bonus of \$2,000 will be paid for the third year of employment. Bonuses will not exceed the total amount of \$10,000. Hard-to-Staff positions may be offered to teachers in the areas of math, reading/ELA, the foreign languages, government, or science. Teachers who teach an additional class period in hard to staff areas will receive as additional compensation to the additional paycheck.</p>
<b>Reach</b>	3
<b>Estimated Cost</b>	\$32,250
Instructional Roles or Responsibilities	
<b>Description</b>	<p>Claiborne County will compensate teachers and professional employees for providing additional instructional support by performing additional duties in order to build capacity and increase teacher effectiveness.</p> <p>Teachers/Educators who fulfill duties and responsibilities assigned by the</p>

district and attendance levels will be eligible to apply for leadership roles or additional duties based on system and school needs. Additional duties will require all work to be done outside the contracted time for the employee. Examples include but are not limited to PLC Leaders, data analysis, facilitate professional development, common assessments development, curriculum activities development.

- Principal/District Supervisor recommendation and teacher application
- Attend approved monthly Teacher Leader Academy
- Agree to mentor level 1 & 2 teachers as well as novice teachers
- Additional educators will provide Professional Development for teachers

Teacher Leader Roles Available:

- CTE Teacher Leader (1 at each high school)
- Teacher Leaders (1 at each elementary/middle and 2at each high school)
- Portfolio Teacher Leader (Early childhood) (1 for the county)
- PLC Leaders (unlimited number across the district)
- Curriculum Creator (unlimited number across the district)

**Number of Unique Roles:** 5 or more

<b>Eligibility Criteria</b>	<p>Level of overall effectiveness (LOE); Individual TVAAS; Certified in content/grade area; Attendance minimum (i.e., miss no more than 12 days); Minimum of 5 years teaching experience in the Claiborne County School System; TEAM level of effectiveness scores of 3, 4, or 5</p> <p>Responsibilities</p> <ul style="list-style-type: none"> <li>• Facilitate Technology Instruction</li> <li>• Conduct monthly PLC meetings</li> <li>• Mentor Apprentice Teacher(s)</li> <li>• Active Role in Data</li> <li>• Attend Required Trainings</li> <li>• Perform any other assigned duties as needed</li> </ul>
<b>Compensation Type and Size</b>	Teacher Leaders can earn up to \$3,000.00 by earning \$25.00 an hour for additional work outside the regular contract.
<b>Reach</b>	20
<b>Estimated Cost</b>	\$76,665
<b>Performance</b>	
N/A	
<b>Alternative Salary Schedule</b>	
<i>Is the district implementing an alternative salary schedule?</i> No	
<b>Education*</b>	
Educators are compensated for earning a BS, MS, MS+, Ed.S, and Ph.D.	
<b>Other</b>	
N/A	

*\*Education is not a differentiated pay element and does not count toward the mandated criteria.*