

Sevier County Schools

2020-21 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)	
Description	Zero period classes, ACT prep courses and enrichment, core courses in Mathematics, Science, and ELA, Advanced Placement courses, ESL and SPED, Physical Education, and Credit Recovery. Priority Areas: K-4 (Math, Science, ELA, Other), 5-8 (Math, Science, ELA, Other), 9-12 (Math, Science, ELA, ESL, Other)
Eligibility Criteria	Certified in content/grade area Current teachers and new hires are eligible.
Compensation Type and Size	Compensation Type: Base Pay Increase Compensation Amount: Credit Recovery: <ul style="list-style-type: none"> 2 x \$550 1 x \$1,100 4 x \$2,000 Zero Period/Extra Class Period: <ul style="list-style-type: none"> Band 2 x \$3,000 ACT Prep: <ul style="list-style-type: none"> 7 x \$3,000 4 x \$1,500 3 x \$550 Mathematics: 3 x \$3,000 Science: 2 x \$3,000 ELA: 2 x \$3,000 ESL: 3 x \$3,000
Reach	25
Estimated Cost	\$102,450
Instructional Roles or Responsibilities	
Description	Model classroom teachers, data coaches, and lead teachers. Teachers must be able to lead and guide other professional staff in exemplary classroom practices, dissemination of data related to testing and achievement, and mentor one-on-one educators as necessary to increase the effectiveness of educators with professional growth plans. Number of Unique Roles: 3
Eligibility Criteria	Level of overall effectiveness (LOE); Certified in content/grade area; Years of experience; Advanced degrees Each role is evaluated by the curriculum and instruction supervisors for suitability of the educator to the task.
Compensation Type and Size	Model Classroom - 37 x \$500 Lead Teacher (school level) - 5 x \$2,000 1 x \$5,000 Lead Teacher (district level) - 6 x \$4,000

Reach	50
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Estimated Cost	\$57,500
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Performance

N/A

Alternative Salary Schedule

Is the district implementing an alternative salary schedule? No

Education*

Sevier County has a pay plan that continues to pay on teaching experience of the employee and education degrees recognized on the educator overview for licensure of the State Department of Education. Advanced degrees include: Master's, Master's + 30, EdS, and EdD.

Other

N/A

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