

Robertson County Schools

2020-21 Differentiated Pay Plan

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

Hard to Staff (School, Subject, or Placement)	
Description	<p>The district will offer a one time \$2,000 signing bonus for new teachers in the hard to staff schools of Springfield High and Springfield Middle. These schools have significant populations of historically disadvantaged students and low teacher retention rates . To be eligible to receive this bonus, newly hired teachers must be fully endorsed and assigned to teach in the high needs subject areas of math, chemistry, physics, speech/language (other), and special education. Half of the bonus will be paid in the teacher's first check, and the final half will be in the teacher's May check.</p> <p>Hard-to-Staff Subject Areas Grades 7 - 12: New hires at Greenbrier High, Greenbrier Middle, Coopertown Middle, East Robertson High, Jo Byrns High, Robertson County Alternative Program, and White House Heritage High who teach the hard-to-fill subject areas of math, chemistry, physics, speech/language (other), special education, and ELL will receive a one time signing bonus of \$1,000. Newly hired teachers eligible to receive this bonus must be fully endorsed and assigned to teach in the high needs subject areas of math, chemistry, physics, speech/language (other), and special education. Half of the bonus will be paid in the teacher's first check, and the final half will be in the teacher's May check.</p> <p>Hard-to-Fill Subject Areas Grades K - 5: New hires at Cheatham Park Elementary, Coopertown Elementary, Crestview Elementary, East Robertson Elementary, Greenbrier Elementary, Jo Byrns Elementary, Robert F. Woodall Elementary, Watauga Elementary, Westside Elementary, and White House Heritage Elementary who teach hard-to-fill subject areas of speech/language (other), special education, and ELL will receive a one time \$1,000 signing bonus. Half of the bonus will be paid in the teacher's first check, and the final half will be in the teacher's May check.</p> <p>Priority Areas: K-4 (ESL/ELL, Special Education), 5-8 (Math, ESL/ELL, Special Education), 9-12 (Math, Science, ESL/ELL, Special Education)</p>
Eligibility Criteria	<p>Certified in content/grade area Only new hires are eligible.</p>
Compensation Type and Size	<p>Compensation Type: Bonus Bonus Type: Signing/Recruitment Compensation Amount: New teachers in Springfield Middle and Springfield High, Hard-to-fill positions: 5 X \$2000 = \$10,000 Other hard-to-fill positions as described above: 29 X \$1000 = \$29,000</p>
Reach	34
Estimated Cost	\$39,000

Instructional Roles or Responsibilities

N/A

Performance

N/A

Alternative Salary Schedule

Is the district implementing an alternative salary schedule? No

Education*

The district pay schedule has pay lanes for Bachelor's, Master's, Ed.S., and Doctoral Degrees as well as years of experience for base pay.

Other

N/A

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