

## Fayette County Schools

### 2021-22 Differentiated Pay Plan

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

Hard to Staff (School, Subject, or Placement)	
<b>Description</b>	High school subject area teachers with math, science, and/or foreign-language certifications who complete the 2021-2022 school year with more than 90% attendance rate. <b>Priority Areas: 5-8</b> (Math, Science, Foreign Language), <b>9-12</b> (Math, Science, Foreign Language)
<b>Eligibility Criteria</b>	Certified in content/grade area; Attendance minimum (i.e., miss no more than 12 days); Must complete the 2021-2022 school year with more than 90% attendance rate Current teachers and new hires are eligible.
<b>Compensation Type and Size</b>	<b>Compensation Type:</b> Bonus <b>Bonus Type:</b> Signing/Recruitment; Retention <b>Compensation Amount:</b> Selected teachers will receive a \$1,000 bonus at the end of the 2021-2022 school year (prorated if the teacher was hired after the start date of school).
<b>Reach</b>	21
<b>Estimated Cost</b>	\$21,000
Instructional Roles or Responsibilities	
<b>Description</b>	Teacher-Leaders (1-3 from each school) are full-time classroom teachers whose extra responsibilities include, but are not limited to, the following: mentoring/coaching colleagues, assuring principals and teachers with analyzing and using universal screener and progress monitoring data for RTI, assisting teachers with creating common formative assessments using Mastery Connect and other sources, assisting teachers and principals with analyzing CFA and benchmark data from MasteryConnect/CASE to inform instruction, remediation, and intervention in Tier I, and to assist teachers and principals in tracking attendance and academic data to monitor progress toward state and local goals (e.g. AMOs). <ul style="list-style-type: none"> <li>• Large Elementary - 3 per school (TOTAL = 6)</li> <li>• Small Elementary- 1 per school (TOTAL = 2)</li> <li>• Middle School - 2 per school (TOTAL = 4)</li> <li>• High School - 5</li> </ul> TOTAL = 17 <b>Number of Unique Roles: 1</b>
<b>Eligibility Criteria</b>	Level of overall effectiveness (LOE); Individual TVAAS
<b>Compensation Type and Size</b>	Selected teachers will receive a \$1,100 stipend based on specified roles that are directly aligned.
<b>Reach</b>	17
<b>Estimated Cost</b>	\$18,700
Performance	
<b>Description</b>	Results from TNReady Assessment will be used to determine student

growth. Teacher attaining a 4 or 5 Value Added score in the subject area of ELA, Math, and Science will be awarded the bonus. Teachers in self-contained classes who teach more than one subject must receive a 4 or 5 composite TVAAS score. Early childhood teachers with a state portfolio score of 5 will be awarded a bonus.

<b>Eligibility Criteria</b>	<b>Eligible Teachers:</b> Tested teachers; Portfolio teachers <b>Eligibility Criteria:</b> Individual TVAAS or portfolio growth score
<b>Compensation Type and Size</b>	Teachers of ELA, Math, and/or Science Bonus: \$1,000 Portfolio Bonus: \$500
<b>Reach</b>	50
<b>Estimated Cost</b>	\$68,000

#### Alternative Salary Schedule

*Is the district implementing an alternative salary schedule?* No

#### Education\*

Educators are compensated based on years of experience and completion of these degrees: BS, Masters, Masters Plus 45, EdS, and PhD/EdD.

#### Other

Teachers with National Board Certification (NBPTS): \$1000 bonus

School leaders will attain a TVAAS Composite of 3, 4, or 5 for their individual schools. District Executive Leadership team members whose role directly impacts instruction, assessment, accountability, and/or curriculum will attain an average of 3, 4, or 5 on their district evaluation score.

Bonus (Principals/Eligible District Executive Leadership team members):

Level 5: \$3000

Level 4: \$2000

Level 3: \$1000

Bonus (Assistant Principals/Instructional Coaches)

Level 5: \$1500

Level 4: \$1000

Level 3: \$500

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