

## Sequatchie 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 checked="" type="checkbox"/>

Hard to Staff (School, Subject, or Placement)									
<b>Description</b>	If certified in the areas of secondary Math or Science, a bonus may be paid. <b>Priority Areas: 9-12</b> (Math & Science)								
<b>Eligibility Criteria</b>	Certified in content/grade area Only new hires are eligible.								
<b>Compensation Type and Size</b>	<b>Compensation Type:</b> Bonus <b>Bonus Type:</b> Signing/Recruitment <b>Compensation Amount:</b> \$1,000.00								
<b>Reach</b>	4								
<b>Estimated Cost</b>	\$4,000								
Instructional Roles or Responsibilities									
<b>Description</b>	27 Grade level team leaders, subject level leaders, or vertical team leaders. The lead teachers will serve as the main contact for principals and supervisors. They oversee grade-level team meetings, PLCs, and events. <b>Number of Unique Roles:</b> 3								
<b>Eligibility Criteria</b>	Level of overall effectiveness (LOE); Individual TVAAS; Certified in content/grade area								
<b>Compensation Type and Size</b>	\$1,000.00								
<b>Reach</b>	27								
<b>Estimated Cost</b>	\$27,000								
Performance									
<b>Description</b>	Step increases (based pay) for teachers on the alternative pay salary schedule will be awarded based on LOE or Individual Growth Score. School administrators will receive bonuses based on school-level TVAAS.								
<b>Eligibility Criteria</b>	<b>Eligible Teachers:</b> Tested teachers; Non-tested teachers; School administrators <b>Eligibility Criteria:</b> Level of overall effectiveness (LOE); Individual TVAAS or portfolio growth score; School-level TVAAS								
<b>Compensation Type and Size</b>	Base Pay Increases on LOE or Individual Growth Score Teachers <ul style="list-style-type: none"> <li>Level 3: 1 step \$250.00</li> <li>Level 4: 2 steps \$500.00</li> <li>Level 5: 3 steps \$750.00</li> </ul> Bonuses Based on School-Level TVAAS <table> <tr> <td>Principals</td><td>Asst. Principals</td></tr> <tr> <td>Level 3: \$1,000.00</td><td>\$500.00</td></tr> <tr> <td>Level 4: \$1,500.00</td><td>\$750.00</td></tr> <tr> <td>Level 5: \$2,000.00</td><td>\$1,000.00</td></tr> </table>	Principals	Asst. Principals	Level 3: \$1,000.00	\$500.00	Level 4: \$1,500.00	\$750.00	Level 5: \$2,000.00	\$1,000.00
Principals	Asst. Principals								
Level 3: \$1,000.00	\$500.00								
Level 4: \$1,500.00	\$750.00								
Level 5: \$2,000.00	\$1,000.00								
<b>Reach</b>	159								
<b>Estimated Cost</b>	\$87,000								

### Alternative Salary Schedule

**Is the district implementing an alternative salary schedule?** Yes

**Type:** Annual base pay increases determined using evaluation criteria; Advanced degree payments determined using district specific criteria (i.e., district does not award increases for any and all advanced degrees)

**Criteria:** Level of overall effectiveness (LOE); Observation score; Individual TVAAS or portfolio growth score; School-level TVAAS

Advance Degree payments determined using district-specific criteria: Master's, Ed.S., Ed.D., Ph.D., will be eligible for step increases.

1st Degree: \$2,500.00

2nd Degree: \$1,250.00

3rd Degree: \$1,250.00

Based on LOE and individual growth scores:

Level 3: 1 Step: \$250.00

Level 4: 2 Steps \$500.00

Level 5: 3 Steps \$750.00

**Reach:** 159

**Estimated Cost:** \$79,000

### Education\*

Advance Degree payments determined using district-specific criteria. Master's, Ed.S., Ed.D., and Ph.D. will be eligible for step increases.

### Other

Upon passing the NBCT, educators will receive \$1000.00.

School administrators will receive bonuses based on School-Level TVAAS.

Principals	Asst. Principals
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Level 3: \$1,000.00	\$500.00
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Level 4: \$1,500.00	\$750.00
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Level 5: \$2,000.00	\$1,000.00
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*\*Education is not a differentiated pay element and does not count toward the mandated criteria.*