

RUTHERFORD COUNTY--750					
2017-18 Differentiated Pay Plan					
Differentiated Element	Description	Eligibility Criteria	Compensation Type and Size	Reach	Estimated Cost
	Describe how the district will differentiate for this element.	What is the eligibility criteria for receiving the award (such as minimum attendance or evaluation score)?	Will the compensation be given as a bonus or a base pay increase? How much will qualifying teachers receive?	Eligibility: How many teachers are eligible for this type of compensation?	How much does the district estimate it will pay out for this differentiated pay element?
Hard-to-Staff (School, Subject, or Placement)	Math, Physics, Chemistry, or World Languages teachers and ESL teachers.	<p>Certified in content/grade area</p> <p>The teacher must hold a valid (Apprentice, Professional or Out of State) Tennessee teaching license with 7-12 endorsement in that subject area.</p> <p>The teacher must be either new to Rutherford County Schools or a teacher in the Rutherford County school system who is not teaching in a hard-to-staff area.</p> <p>The teacher must request and be recommended for a transfer to a vacant position in the hard-to-staff subject area if a current teacher.</p>	Bonus	55	\$140,000
			<p>A one-time signing bonus of \$3,000 (\$1,500 at the beginning of each semester) will be offered for Math, Physics, Chemistry, or World Languages teachers and an additional early signing bonus of \$2,000 if contracted before March 1 for the upcoming year.</p> <p>For ESL teachers a one-time signing bonus of \$1,500 (\$750 at the beginning of each semester).</p>		

<b>Performance</b>					
<b>Additional Instructional Roles or Responsibilities</b>	<p>Rutherford County began placing Response to Intervention2 Coaches in our elementary and middle schools in the 2014/15 school year. These teachers lead the school-based RTI2 team. They use data to diagnose, prescribe, and monitor interventions programs, support classroom teachers, mentor inexperienced teachers.</p>	Level of Overall Effectiveness (LOE)	\$2,000 for the RTI2 coaches in the schools and \$4,000 for the 2 level 2 RTI coaches who work out of the Central Office.	45	\$98,000
<b>Education*</b>	<p>Rutherford County's plan will have 3 on-going lanes for current and new teachers, BS, MA, and EDS/EDD/Other Doctorates. Our teachers in current lanes for M+30, EDS, and EDD will be grandfathered. The compensation for current teachers, who are not in one of the 3 grandfathered lanes, will be based on our salary schedule with 3 lanes. Compensation for new teachers will be based</p>				

	on our 3 lane schedule. Advanced degrees must be aligned to current duties.				
<b>Other</b>					

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