

Robertson County Schools

2018-19 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	<p>Hard-to-Staff Schools: 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, Other), 5-8 (Math, ESL/ELL, Special Education, Other), 9-12 (Math, Science, ESL/ELL, Special Education, Other)</p>
Eligibility Criteria	<p>Certified in content/grade area</p> <p>The signing bonus is available one time per teacher. Any teacher who resigns and is later re-employed with the district would not be eligible for another signing bonus.</p> <p>New hires</p>
Compensation Type and Size	<p>Compensation Type: Bonus Bonus Type: Signing/Recruitment</p> <p>Compensation Amount: Hard to staff subject areas in Hard to staff schools: \$2,000</p>

Hard to staff subject areas in all other schools: \$1,000

Reach 32

Estimated Cost \$52,000

Instructional Roles or Responsibilities

Description

- **Instructional Facilitators & Reading Coaches:** Observe teachers and provide feedback on instructional practices; provide support to teachers in their learning and application of new knowledge and instructional practices (one on one with individual teachers, through grade level meetings, and by modeling lessons); participate in ongoing professional development to include local, state, and national opportunities; develop professional development based on teacher need, student data indicators, and school initiatives providing job-embedded support; ensure K-5 and 6-8 Reading and Mathematics Frameworks are implemented with fidelity; assist teachers in aligning their teaching with appropriate standards, curriculum, and assessments; assist teachers in utilizing data to differentiate instruction; and collaborate with instructional coaches, principals, and the elementary supervisor to ensure consistency in recommendations and support, meeting on a regular basis.
- **RTI2 Interventionists:** Create procedures and protocols that provide consistency in RTI2 implementation across the district; provide professional learning, technical assistance, and coaching for school RTI2 leadership (i.e. school-level RTI2 support teams); align RTI2 work with the district improvement plan; coordinate and develop resources (i.e. time, materials, personnel) related to RTI2 implementation; collaborate with district-level curriculum and instruction and special education staff to align guidance and connect work; develop and manage fidelity monitoring procedures; and build parent understanding of the RTI2 framework and their role in supporting student success.
- **STAR Teachers:** teach in the district STAR Program which serves students in grades K - 12 who display severe behavior problems and have been assigned to the STAR Program based on assessments and IEP Team determination; ensure compliance with all special education applicable codes, laws, rules, regulations standards, policies, and procedures; utilize strategies which result in positive student behavior; train other staff on school-wide behavior intervention and conflict resolution strategies; maintain the proper maintenance of IEP records and files; attend and participate in IEP meetings as needed; contacts parents as needed; manage severe conduct issues of assigned students; collect data to monitor behavioral intervention effectiveness and student outcomes; implement crisis management and/or safety plans as needed; work with classroom teachers to develop reintegration plans for students transitioning back to his/her school of zone; and supervise and assist STAR Program instructional assistants.

Number of Unique Roles: 3

Eligibility Criteria	Level of Overall Effectiveness (LOE), Individual TVAAS, Certified in content/grade area, Years of experience Persons in these roles have additional responsibilities that contribute to the effectiveness of teachers throughout the district.
Compensation Type and Size	\$1,000
Reach	20
Estimated Cost	\$20,000

Performance

N/A

Alternative Salary Schedule

Is the district implementing an alternative salary schedule? No

Education*

The district salary schedule has pay lanes for Bachelor's, Master's, Ed.S., and Doctoral degrees and years of experience (0 years experience to 30 years experience) for base pay.

Other

N/A

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