

## Fentress County Schools

### 2019-20 Differentiated Pay Plan

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

Hard to Staff (School, Subject, or Placement)	
<b>Description</b>	<p><b>Revised May 2020: Due to COVID-19 school closures and no evaluation or testing data for 2019-20, the district has elected to base the hard to staff component on 2018-19 performance data.</b></p> <p>The Hard-to-Staff component includes secondary math, chemistry, and foreign language. It will be based on LOE scores: 3 receives \$1000, 4 receives \$1500, and 5 receives \$2000.</p> <p><b>Priority Areas: 9-12 (Math, Science, Other)</b></p>
<b>Eligibility Criteria</b>	<p>Level of overall effectiveness (LOE)</p> <p>Current teachers and new hires are eligible.</p>
<b>Compensation Type and Size</b>	<p><b>Compensation Type:</b> Bonus <b>Bonus Type:</b> Signing/Recruitment/Retention</p> <p><b>Compensation Amount:</b> Math (4) x \$2000, Chemistry (1) x \$2000, Foreign Language (1) x \$2000</p>
<b>Reach</b>	6
<b>Estimated Cost</b>	\$12,000
Instructional Roles or Responsibilities	
N/A	
Performance	
<b>Description</b>	<p><b>Revised May 2020: Due to COVID-19 school closures and no evaluation or testing data for 2019-20, the district has elected to base the performance component on 2018-19 performance data.</b></p> <p>Each teacher is eligible for a performance bonus based on LOE score. A score of 5 receives \$500, 4 receives \$400, and 3 receives \$300. A score of 1 or 2 does not receive a bonus.</p>
<b>Eligibility Criteria</b>	<p><b>Eligible Teachers:</b> Tested teachers; Non-tested teachers</p> <p><b>Eligibility Criteria:</b> Level of overall effectiveness (LOE)</p> <p>A score of 5 receives \$500, 4 receives \$400, and 3 receives \$300. A score of 1 or 2 does not receive a bonus.</p>
<b>Compensation Type and Size</b>	LOE of 3= \$300; LOE of 4= \$400; LOE of 5= \$500
<b>Reach</b>	175
<b>Estimated Cost</b>	\$75,000
Alternative Salary Schedule	
<b>Is the district implementing an alternative salary schedule?</b> Yes	
<b>Type:</b> Advanced degree payments determined using district specific criteria (i.e., district does not award increases for any and all advanced degrees)	
<b>Criteria:</b> The current pay scale increases based upon years of experience and recognizes degrees of Bachelors, Masters, Masters+30, EDS, and Doctorate. The district does not recognize advanced degrees that are not directly related to the work of the educator.	
<b>Reach:</b> 173	
<b>Estimated Cost:</b> \$110,300	
Education*	

Payment of aligned advanced degrees is based on the current salary schedule: BA, MA, MA+30/45, EDS, and DR.

**Other**

**N/A**

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