

Rhea County Schools

2019-20 Differentiated Pay Plan

Hard-to-Staff	<input 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)	
N/A	
Instructional Roles or Responsibilities	
N/A	
Performance	
Description	<p>Updated May 2020: Due to COVID-19 school closures and no evaluation or testing data for 2019-20, the district has elected to use 2018-19 performance data to award performance increases.</p> <p>Performance Observation Scores increases in the following criteria: RHEA COUNTY PERFORMANCE CRITERIA 2019-20</p> <ol style="list-style-type: none"> Teachers will move steps every year based on their own average observation score. Teachers who score 1 or 2 will not move on the scale. Teachers who score a 3 will move 1 step. Teachers who score a 4 will move 2 steps. Teachers who score a 5 will move 3 steps. Teachers who have their own TVAAS score may choose to use that score instead of evaluation score. <p>EACH STEP INCREASE WAS WORTH \$400.00 IN PERFORMANCE PAY</p>
Eligibility Criteria	<p>Eligible Teachers: All teachers</p> <p>Eligibility Criteria: Observation or TVAAS score</p>
Compensation Type and Size	<p>Each step increase is worth \$400 in performance pay.</p> <ol style="list-style-type: none"> Teachers will move steps every year based on their own average observation score. Teachers who score 1 or 2 will not move on the scale. Teachers who score a 3 will move 1 step. Teachers who score a 4 will move 2 steps. Teachers who score a 5 will move 3 steps. Teachers who have their own TVAAS score may choose to use that score instead of evaluation score.
Reach	343
Estimated Cost	\$274,000

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: Observation score; Individual TVAAS or portfolio growth score

Updated May 2020: Due to COVID-19 school closures and no evaluation or testing data for 2019-20, the district has elected to use 2018-19 performance data to award performance increases.

Performance Observation Scores increases in the following criteria:

RHEA COUNTY PERFORMANCE CRITERIA 2019-20

7. Teachers will move steps every year based on their own average observation score.
8. Teachers who score 1 or 2 will not move on the scale.
9. Teachers who score a 3 will move 1 step.
10. Teachers who score a 4 will move 2 steps.
11. Teachers who score a 5 will move 3 steps.
12. Teachers who have their own TVAAS score may choose to use that score instead of evaluation score.

EACH STEP INCREASE WAS WORTH \$400.00 IN PERFORMANCE PAY

There are 3 separate ranges for advanced degree placements in the Rhea County Salary Plan (Bachelor's Degree, Master's Degree, Advanced Degree). There is a base step increase of \$4,000.00 for each degree.

Bachelor's Degree	STEP 0	\$36,200.00
Master's Degree	STEP 0	\$39,200.00
Advanced Degree	STEP 0	\$43,200.00
System-Wide Degree	STEP 0	\$48,200.00

Reach: 343

Estimated Cost: \$274,000

Education*

There are 3 separate ranges for advanced degree placements in the Rhea County Salary Plan (Bachelor's Degree, Master's Degree, Advanced Degree). There is a base step increase of \$4000.00 for each degree.

i.e.

Bachelor's Degree	STEP 0	\$36,200.00
Master's Degree	STEP 0	\$39,200.00
Advanced Degree	STEP 0	\$43,200.00
System-Wide Degree	STEP 0	\$48,200.00

Other

N/A

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