

Sevier County School System 2021-22 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	Zero period classes, ACT prep courses and enrichment, core courses in Mathematics, Science, and ELA, Advanced Placement courses, ESL, SPED, Physical Education, and credit recovery. Priority Areas: K-4 (Math, Science, Reading/ELA, Physical Education), 5-8 (Math, Science, Reading/ELA, Physical Education), 9-12 (Math, Science, Reading/ELA, ESL/ELL, Special Education, Physical Education, ACT Prep, Enrichment, Advanced Placement)
Eligibility Criteria	Certified in content/grade area; Only current teachers are eligible.
Compensation Type and Size	Compensation Type: Base Pay Increase Compensation Amount: Credit Recovery: \$1,200 to \$2,000 (dependent on number of sessions offered); Zero Period/Extra Class Period (All Subjects): \$3,000 per course; ACT Prep: \$3,000 per course
Reach	80
Estimated Cost	\$231,200
Instructional Roles or Responsibilities	
Description	Model Classroom Teachers, Data/Instructional Coaches, Lead Teachers Teachers must be able to lead and guide other professional staff in exemplary classroom practices, dissemination of data related to student growth and achievement, and mentor one-on-one educators as necessary to increase the effectiveness of educators with professional growth plans. Number of Unique Roles: 3
Eligibility Criteria	Level of overall effectiveness (LOE); Certified in content/grade area; Years of experience; Advanced degrees; Each role is evaluated by the curriculum and instruction supervisors for suitability of the educator for the task.
Compensation Type and Size	Model Classroom Teachers: \$2,000; Instructional Coaches: \$4,000; Lead Teachers: \$2,000 (school-level) \$4,000 (district-level)
Reach	50
Estimated Cost	\$83,000
Performance	
N/A	
Alternative Salary Schedule	
Is the district implementing an alternative salary schedule? No	
Education*	
Sevier County has a pay plan that continues to pay on teaching experience of the employee and education degrees recognized on the educator overview for licensure of the State Department of Education. Advanced degrees include: Masters, Masters + 30, EdS, and EdD.	
Other	
N/A	

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