

Trousdale County Schools 2021-22 Differentiated Pay Plan

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

Hard to Staff (School, Subject, or Placement)																										
Description	The district will offer annual retention bonuses to educators in the following hard to staff subject areas: all Special Education teaching positions, both moderate and cognitive services. Priority Areas: K-4 (Special Education), 5-8 (Special Education), 9-12 (Special Education)																									
Eligibility Criteria	Certified in content/grade area; To receive hard to staff stipends the teacher cannot exceed more than (10) days absent except approved FMLA. The requirement was waived for 2020-21 due to the COVID pandemic. Current teachers and new hires are eligible.																									
Compensation Type and Size	Compensation Type: Bonus Bonus Type: Signing/Recruitment; Retention Compensation Amount: Special Education (Moderate Needs): \$3,000 Special Education (Cognitive Needs): \$4,000																									
Reach	12																									
Estimated Cost	\$38,000																									
Instructional Roles or Responsibilities																										
Description	Teachers as Stage 3 Instructional Coaches: Level 4 and 5 teachers serve as instructional coaches (mentors) for new or low-performing (Level 1 and 2) teachers. Number of Unique Roles: 1																									
Eligibility Criteria	Level of overall effectiveness (LOE); Individual TVAAS Stage 3 instructional coaches are teachers that have achieved a Level 4 or 5 TVAAS and an overall LOE of 4 or greater in the prior year.																									
Compensation Type and Size	Instructional coaches receive a \$750 supplement and an additional bonus (\$250 - \$1,000) for each teacher that achieves Level 3, Level 4, or Level 5.																									
Reach	18																									
Estimated Cost	\$11,500																									
Performance																										
Description	Performance bonuses are objectively determined by individual K-2 portfolio and single-year TVAAS results.																									
	<table><tr><th>Grade</th><th>Measure(s)</th><th>Criteria</th></tr><tr><td>Kindergarten</td><td>State Portfolio</td><td>Level 4 or 5</td></tr><tr><td>1st Grade</td><td>State Portfolio</td><td>Level 4 or 5</td></tr><tr><td>2nd Grade</td><td>State Portfolio</td><td>Level 4 or 5</td></tr><tr><td>3rd Grade</td><td>TVAAS Reading, TVAAS Math</td><td>Level 4 or 5</td></tr><tr><td>4th/5th Grade</td><td>TVAAS Subject Area</td><td>Level 4 or 5</td></tr><tr><td>Middle School</td><td>TVAAS Subject Area</td><td>Level 4 or 5</td></tr><tr><td>High School</td><td>TVAAS Subject Area</td><td>Level 4 or 5</td></tr></table>	Grade	Measure(s)	Criteria	Kindergarten	State Portfolio	Level 4 or 5	1 st Grade	State Portfolio	Level 4 or 5	2 nd Grade	State Portfolio	Level 4 or 5	3 rd Grade	TVAAS Reading, TVAAS Math	Level 4 or 5	4 th /5 th Grade	TVAAS Subject Area	Level 4 or 5	Middle School	TVAAS Subject Area	Level 4 or 5	High School	TVAAS Subject Area	Level 4 or 5	
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Kindergarten	State Portfolio	Level 4 or 5																								
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Eligibility Criteria	Eligible Teachers: Tested teachers; Non-tested teachers; Portfolio teachers; School administrators Eligibility Criteria: Individual TVAAS or portfolio growth score
Compensation Type and Size	Level 5 = \$3,000 Level 4 = \$2,000
Reach	35
Estimated Cost	\$80,000

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: Level of overall effectiveness (LOE)

Salary Schedule contains two steps: 1) Years of Experience 2) an Advanced degree

<i>Bachelors Degree</i>	<i>State Baseline</i>	<i>Local Supplement</i>	<i>Total Salary</i>
0 years	\$38,000	\$3,072	\$41,072
1-5 years	\$38,645	\$3,072	\$41,717
6-10 years	\$41,370	\$3,072	\$44,442
11+ years	\$44,900	\$3,072	\$47,972
<i>Advanced Degree</i>	<i>State Baseline</i>	<i>Local Supplement</i>	<i>Total Salary</i>
0-5 years	\$41,605	\$3,072	\$44,677
6-10 years	\$45,365	\$3,072	\$48,437
11+ years	\$49,380	\$3,072	\$52,452

Annual increases to baseline pay are proportional to the teacher's overall (LOE) score.

<i>LOE</i>	<i>Increase</i>
<2.99	0%
3.0 – 3.49	1.00%
3.5 – 3.99	1.45%
4.0 – 4.49	1.70%
4.5 – 4.74	1.95%
>4.75	2.20%

Reach: 90

Estimated Cost: \$60,000

Education*

Trousdale County Schools' pays only one step raise beyond a bachelor's degree such as a masters' degree. TCS does not provide step raises for Ed.S or Ed.D.

Other

EFFECTIVE PRINCIPALS & INSTRUCTIONAL COACHES:

Each Principal/Instructional Coach may receive a school-wide bonus not to exceed \$9,000

Bonus Indicators

- Elementary Principal & Sch Inst Coord \$9,000 Determined from the (9) Elementary School School-

wide indicators

- Middle School Principal & Sch Inst Coord \$9,000 Determined from the (13) Middle School School-wide indicators.
- High School Principal & Sch Inst Coord. \$9,000 Determined from the (12) High School School-wide Rubric indicators.

(see School-wide Benchmarks Rubric for specific school-wide performance measures)

EFFECTIVE SUPERVISORS:

Each Instructional Supervisor may receive a school-wide bonus not to exceed \$9,000.

Bonus Indicators

- ELA/CTE/Tuancy Supervisor of Instruction \$9,000 Based off indicators assigned
- Math Supervisor of Instruction \$9,000 Based off indicators assigned
- PreK/Intervention Supervisor \$9,000 Based off indicators assigned
- Special Education Supervisor \$9,000 Based off indicators assigned
- Coord of Teacher Talent/Development \$9,000 Based off indicators assigned

(see School-wide Benchmarks Rubric for specific school-wide performance measures)

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