

Rhea County Schools

2021-22 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>Teachers will move steps every year based on their own average observation score:</p> <ul style="list-style-type: none"> 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. <p>Teachers who have their own TVAAS score may choose to use that score instead of evaluation score.</p> <p>EACH STEP INCREASE IS WORTH \$400.00 IN PERFORMANCE PAY.</p>
Eligibility Criteria	<p>Eligible Teachers: Tested teachers; Non-tested teachers; Portfolio teachers; School administrators</p> <p>Eligibility Criteria: Observation or TVAAS score</p>
Compensation Type and Size	Each step increase is worth \$400 in performance pay.
Reach	330
Estimated Cost	\$272,800
Alternative Salary Schedule	
Is the district implementing an alternative salary schedule? Yes	
<p>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)</p>	
<p>Criteria: Observation score; Individual TVAAS or portfolio growth score</p> <p>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.</p> <p>Teachers will move steps every year based on their own average observation score:</p> <ul style="list-style-type: none"> 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. <p>Teachers who have their own TVAAS score may choose to use that score instead of evaluation score.</p>	
Reach: 330	
Estimated Cost: \$272,800	
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 \$4,000.00 for each degree.

- Bachelor's Degree STEP 0 \$38,000.00
- Master's Degree STEP 0 \$41,000.00
- Advanced Degree STEP 0 \$45,000.00
- System-Wide Degree STEP 0 \$50,000.00

Other

N/A

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