

Crockett County Schools 2019-20 Differentiated Pay Plan

Hard-to-Staff	<input 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)	
N/A	Updated May 2020: Due to COVID-19 school closures and no evaluation or testing data for 2019-20, the district has elected to remove the retention bonus component from the 2019-20 plan.
Instructional Roles or Responsibilities	
Description	<p>Mentor Teachers - These teachers will be responsible for meeting with novice teachers and ineffective teachers based on TVAAS data. They are required to observe these teachers and provide instructional support throughout the school year.</p> <p>Aspiring Leaders - These teachers will be chosen based on meeting certain criteria. One aspiring leader will be chosen per school to take on leadership duties during the school day during his or her planning period. This will build capacity in teachers who want to take on future leadership endeavors.</p> <p>Number of Unique Roles: 2</p>
Eligibility Criteria	<p>Level of overall effectiveness (LOE); Individual TVAAS; Certified in content/grade area</p> <p>Mentor Teachers- must attain a level 4 or 5 level of effectiveness rating or individual TVAAS score for the previous school year. Must be certified in the grade level/content area of the mentee.</p> <p>Aspiring Leaders - must be working towards or currently hold an administrative license and must fill out an application to receive the aspiring leader position.</p>
Compensation Type and Size	<p>Teacher Mentor (10) X \$500</p> <p>Aspiring Leaders:</p> <ul style="list-style-type: none"> High School (1) X \$1000 Middle School (1) X \$750 Elementary Schools (3) X \$500
Reach	15
Estimated Cost	\$8,250
Performance	
N/A	
Alternative Salary Schedule	
<i>Is the district implementing an alternative salary schedule?</i> No	
Education*	
The salary schedule awards a step increase for degree attainment in the following degrees: MA+30, Ed.S, Ed.D.	
Other	
School Principals are eligible for bonus awards based on school performance from the state school report card information related to their grade band.	



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