

## Robertson County Schools

### 2019-20 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)	
<b>Description</b>	<ul style="list-style-type: none"> <li>Hard-to-Staff Schools: The district offers a one time \$2,000 signing bonus for Springfield High and Springfield Middle new hires in hard-to-staff subject areas of math, chemistry, physics, speech/language (Other), and special education. Half of the bonus will be paid in the teacher's first check, and the final half in the teacher's May check. These schools have significant populations of historically disadvantaged students and low teacher retention rates.</li> <li>Hard-to-Staff Subject Areas Grades 7-12: New hires at Greenbrier High, Greenbrier Middle, Coopertown Middle, East Robertson High, Jo Byrns High, RCALP, White House Heritage High who teach hard-to-fill subjects of math, chemistry, physics, speech/language, and special education will receive a one-time signing bonus of \$2,000. Half of the bonus will be paid in the teacher's first check, and the final half will be in the teacher's May check.</li> <li>Hard-to-Fill Subject Areas Grades K-5: New hires at Cheatham Park Elementary, Coopertown Elementary, Crestview Elementary, East Robertson Elementary, Robert F. Woodall Elementary, Watauga Elementary, Westside Elementary, and White House Heritage Elementary will receive a one-time signing bonus for teaching the following subjects: SLP, special education, and ELL will receive a one time \$1,000 signing bonus. Half of the bonus will be paid in the teacher's first check, and the final half will be in the teacher's May check.</li> </ul> <p><b>Priority Areas: K-4</b> (ESL/ELL, Special Education, Other), <b>5-8</b> (Math, ESL/ELL, Special Education, Other), <b>9-12</b> (Math, Science, ESL/ELL, Special Education, Other)</p>
<b>Eligibility Criteria</b>	<p>Applicant must be certified by the State of Tennessee Department of Education to teach in the specific subject area.</p> <p>New hires are eligible.</p>
<b>Compensation Type and Size</b>	<p><b>Compensation Type:</b> Bonus <b>Bonus Type:</b> Signing/Recruitment</p> <p><b>Compensation Amount:</b></p> <p>Hard-to-Staff Subject Areas in grades 7 - 12 Hard -to-Staff Schools:</p> <ul style="list-style-type: none"> <li>7-12 Math Teacher: 3X \$2,000 one time signing bonus - \$6,000</li> <li>7-12 SPED Teacher: 3 X \$2,000 one time signing bonus - \$6,000</li> <li>7-12 Chemistry/Physics Teacher: 3 X \$2,000 one time signing bonus - \$6,000</li> <li>7-12 ELL Teacher: 2 X \$2,000 - \$4,000</li> <li>7-12 SLP: 1 X \$2,000 - \$2,000</li> </ul> <p>Hard-to-Staff Subject Areas in Remaining 7 - 12 Schools:</p>

- \$2,000 one-time signing bonus
- 7-12 Math Teacher: 4 X \$2,000 - \$8,000
- 7-12 Chemistry/Physics Teacher: 1 X \$2,000 - \$2,000
- 7-12 SPED Teacher: 3 X \$2,000 - \$6,000
- 7-12 ELL Teacher: 2X 2,000 - \$4,000

Hard-to-Staff Subject Areas in Grades K - 4:

- \$1,000 one-time signing bonus
- K-5 SLP: 2 X \$1,000 - \$2,000
- K-5 SPED Teacher: 3 X \$1,000 - \$3,000

<b>Reach</b>	27
<b>Estimated Cost</b>	\$49,000

#### Instructional Roles or Responsibilities

##### Description

*Instructional Facilitators & Reading Coaches:* Observe teachers and provide feedback on instructional practices; provide support to teachers in their learning and application of new knowledge and instructional practices (one on one with individual teachers, through grade level meetings, and by modeling lessons); participate in ongoing professional development to include local, state, and national opportunities; develop professional development based on teacher need, student data indicators, and school initiatives; provide job-embedded support to teachers; assist teachers in aligning their teaching with appropriate standards, curriculum, and assessments; assist teachers in utilizing data to differentiate instruction; and collaborate with instructional coaches, principals, and the elementary supervisor to ensure consistency in recommendations and support, meeting on a regular basis.

*RTI2 Interventionists:* Create procedures and protocols that provide consistency in RTI2 implementation across the district; provide professional learning, technical assistance, and coaching for RTI2 leadership; align RTI2 work with the district improvement plan; coordinate and develop resources related to RTI2 implementation; collaborate with district-level curriculum and instruction and SPED staff to align guidance and connect work; develop and manage fidelity monitoring procedures; build parent understanding of the RTI2 framework and their role in supporting student success.

*STAR Teachers:* teach in the district STAR Program which serves students in grades K-12 who display severe behavior challenges and have been assigned to the STAR Program based on assessments and IEP Team determination; ensure compliance with all special education and applicable codes, laws, rules, regulations, standards, policies, and procedures; utilize strategies which result in positive student behavior; train other staff on school-wide behavior intervention and conflict resolution strategies; maintain proper maintenance of IEP records and files; attend and participate in IEP meetings as needed; contact parents as needed; manage severe conduct issues of assigned students; collect data to monitor behavioral intervention effectiveness and student outcomes; implement crisis management and/or safety plans as needed; work with classroom teachers to develop reintegration plans for students transitioning back to

his/her school of zone; and supervise and assist STAR Program instructional assistants.

**Number of Unique Roles: 3**

<b>Eligibility Criteria</b>	Certified in content/grade area Personnel are recommended to the Director of Schools and must be approved by him prior to assignment to these roles.
<b>Compensation Type and Size</b>	Reading Coaches/Instructional Facilitators: 10 X \$1,000 - \$10,000 RTI2 Interventionists: 3 X \$1,000 - \$3,000 STAR Teachers: 3 X \$3,000 - \$9,000
<b>Reach</b>	16
<b>Estimated Cost</b>	\$22,000

#### Performance

N/A

#### Alternative Salary Schedule

***Is the district implementing an alternative salary schedule?*** No

#### Education\*

The following advanced degrees receive additional compensation: MA, Ed. S., and Ed. D.

#### Other

N/A

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