

## Fayette 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>	High school subject area teachers in math, science, and foreign language who complete the 2019-20 school year with an attendance rate of 90% will receive the award. <b>Priority Areas: 9-12 (Math, Science, Foreign Language)</b>
<b>Eligibility Criteria</b>	Current teachers are eligible.
<b>Compensation Type and Size</b>	<b>Compensation Type:</b> Bonus <b>Bonus Type:</b> Retention <b>Compensation Amount:</b> \$1,000
<b>Reach</b>	15
<b>Estimated Cost</b>	\$15,000
Instructional Roles or Responsibilities	
<b>Description</b>	Teacher-Leaders (1-3 from each school) are full-time classroom teachers whose extra responsibilities include , but are not limited to the following : mentoring/coaching colleagues, assist Chiefs and teachers with analyzing and using universal screeners and progress monitoring data for RTI; assist teachers with creating CFAs in Mastery Connect; assist teachers and Chiefs with analyzing CFA and benchmark data from Mastery Connect to inform instruction, remediation, and intervention in Tier I; and assist teachers and chiefs in tracking attendance and academic data to monitor progress toward state and local goals (e.g. AMOs). <b>Number of Unique Roles: 1</b>
<b>Eligibility Criteria</b>	Level of overall effectiveness (LOE); Individual TVAAS It is predicted that fifteen teachers will be selected to serve as mentors. Based on TNCompass data, 217 teachers are eligible to apply for this position. <ul style="list-style-type: none"> <li>• Large Elementary - 3 (per school)</li> <li>• Small Elementary - 1 (per school)</li> <li>• Middle School - 1 (per school)</li> <li>• High School - 5</li> </ul>
<b>Compensation Type and Size</b>	Selected teachers will receive a \$1,0667.67 stipend based on specified roles that are directly aligned to IMAGINE 21 and evidence to support the effectiveness of the responsibilities.
<b>Reach</b>	15
<b>Estimated Cost</b>	\$16,000
Performance	
<b>Updated May 2020:</b>	Due to COVID-19 school closures and no evaluation or testing data for 2019-20, the district has elected to remove the performance component previously included in the 2019-20 differentiated pay plan.
Alternative Salary Schedule	
<b>Is the district implementing an alternative salary schedule?</b> No	
Education*	

MA, MA+45, EdS, Ed.D/Ph.D degrees are compensated degrees.

**Other**

Updated May 2020: Leaders who attain an overall year-end average of a 3, 4, or 5 on their individual IMAGINE 21 Performance Portfolio will receive a bonus. Level 3 - \$1,000 Level 4 - \$2,000 Level 5 - \$3,000

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