

Coffee 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)	
Description	A position that has fewer than 3 applications and/or zero acceptable applicants and is one of the accountability courses. Foreign Language is another position that is regularly hard to staff due to lack of applications, and it is a graduation requirement. Priority Areas: 9-12 (Math, Science, Reading/ELA, Other)
Eligibility Criteria	Level of overall effectiveness (LOE); Certified in content/grade area Current teachers and new hires are eligible.
Compensation Type and Size	Compensation Type: Bonus Bonus Type: Signing/Recruitment/Retention Compensation Amount: \$2,000 -- \$1,000 at signing and \$1,000 at the end of the school year when evidence of satisfactory evaluation results are available. The current staff certified and teaching in those areas will receive \$1,000 as a retention bonus. Updated May 2020: Due to COVID-19 school closures and no evaluation or testing data for 2019-20, the district has elected to provide all educators in hard to staff positions who were eligible for the retention bonus with a payout in the absence of 2019-20 evaluation data.
Reach	5
Estimated Cost	\$25,000
Instructional Roles or Responsibilities	
Description	Stipend paid to teachers who serve in leadership roles such as PLC facilitators, data team leaders, mentors, or content area leaders Number of Unique Roles: 4
Eligibility Criteria	Level of overall effectiveness (LOE); Individual TVAAS; Certified in content/grade area
Compensation Type and Size	\$500
Reach	52
Estimated Cost	\$26,000
Performance	
N/A	
Alternative Salary Schedule	
Is the district implementing an alternative salary schedule? No	
Education*	
Coffee County recognizes MA, MS, ED.S, ED.D, PhD for all current and new hires. Masters +30 was closed to new participants as of 14-15. Current MS+30 will continue until retirement or resignation.	
Other	
N/A	

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