

Rutherford County Schools 2020-21 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	<p>Hiring Incentives (Signing Bonuses):</p> <ul style="list-style-type: none"> Math - grades 6 through 12 Science - Chemistry & Physics, grades 6 through 12 World Languages - grades 6 through 12 English as a Second Language - all grades Board Certified Behavior Analyst must hold BCBA Certification New teachers who completed their student teaching with RCS and contracted with RCS before April 1, 2020. <p>Priority Areas: K-4 (ESL/ELL), 5-8 (Math, Science, ESL/ELL, Other), 9-12 (Math, Science, ESL/ELL, Other)</p>
Eligibility Criteria	<p>Certified in content/grade area</p> <p>Current teachers and new hires are eligible. Current RCS teachers and teachers who have previously taught for RCS are only eligible for these incentives if they did not previously teach in any of these hard-to-staff areas for RCS.</p>
Compensation Type and Size	<p>Compensation Type: Bonus Bonus Type: Signing/Recruitment</p> <p>Compensation Amount: 6-12 Math teachers (29) x \$3086</p> <p>6-12 Chemistry teachers (7) x \$3854</p> <p>6-12 Physics teachers (2) x \$3000</p> <p>6-12 World Languages teachers (12) x \$2958</p>
Reach	70
Estimated Cost	\$200,000
Instructional Roles or Responsibilities	
Description	<p>Teacher coaches receive a \$2000 supplement for their enhanced instructional roles.</p> <p>Number of Unique Roles: 1</p>
Eligibility Criteria	Level of overall effectiveness (LOE); Individual TVAAS
Compensation Type and Size	Teacher Instructional Coaches (87.5) x \$2000
Reach	87.5
Estimated Cost	\$169,000
Performance	
N/A	
Alternative Salary Schedule	
<i>Is the district implementing an alternative salary schedule?</i> No	
Education*	

For teachers and most certified staff RCS has three salary lanes, BA, MA, and a combined lane for an EDS or doctorate. RCS has two salary lanes that were grandfathered 7/1/2014 the MA with 45 hours and our previous EDS lane. Our doctorate salary lane was initially grandfathered 7/1/2014, but it was re-opened for principals and central office coordinators and assistant superintendents. All lanes have 21 steps.

N/A

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