

## Crockett County Schools

### 2020-21 Differentiated Pay Plan

Hard-to-Staff	<input checked="" type="checkbox"/>
Instructional Roles	<input checked="" type="checkbox"/>
Performance	<input checked="" type="checkbox"/>
Alternative Salary Schedule	<input type="checkbox"/>

Hard to Staff (School, Subject, or Placement)	
<b>Description</b>	9-12 Algebra I, II, and Geometry Courses <b>Priority Areas: 9-12 (Math)</b>
<b>Eligibility Criteria</b>	Individual TVAAS; Certified in content/grade area; Attendance minimum (i.e., miss no more than 12 days) The following eligibility criteria will be necessary for the teachers to receive the bonus: <ul style="list-style-type: none"> <li>• Must maintain a level 3, 4, or 5 on individual TVAAS data for course.</li> <li>• Must be certified to teacher Algebra I, II and/or Geometry</li> <li>• Must miss no more than 10 days per school year.</li> </ul> Current teachers and new hires are eligible.
<b>Compensation Type and Size</b>	<b>Compensation Type:</b> Bonus <b>Bonus Type:</b> Retention <b>Compensation Amount:</b> Algebra I/II/Geometry teachers (6) X 1050
<b>Reach</b>	6
<b>Estimated Cost</b>	\$6,300
Instructional Roles or Responsibilities	
<b>Description</b>	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. 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. <b>Number of Unique Roles: 2</b>
<b>Eligibility Criteria</b>	Level of overall effectiveness (LOE); Individual TVAAS; Certified in content/grade area Mentor Teachers must attain a level 4 or 5 LOE or tvaas score for the previous school year. They must be certified in the grade level/content area of the mentee. Aspiring Leaders must be working towards or currently hold an administrative license and must fill out an application to receive the aspiring leader position.
<b>Compensation Type and Size</b>	Teacher mentor (10) X \$500 Aspiring Leaders: <ul style="list-style-type: none"> <li>• High school (1) X \$1000</li> <li>• Middle School (1) X \$750</li> <li>• Elementary Schools (3) X \$500</li> </ul>
<b>Reach</b>	15
<b>Estimated Cost</b>	\$8,250

## Performance

<b>Description</b>	<p>TESTED Teachers:</p> <ul style="list-style-type: none"> <li>Level 4 on individual TVAAS or portfolio growth score (one year score) = \$600.00</li> <li>Level 4 on individual TVAAS or portfolio growth score (one year score) = \$800.00</li> <li>Level 4 or above on the school-wide composite = \$250.00</li> <li>ACT composite of a 21 or above = \$100.00</li> </ul> <p>NON-TESTED Teachers:</p> <ul style="list-style-type: none"> <li>Level 4 or above on the school-wide composite = \$250.00</li> <li>ACT composite of a 21 or above = \$100.00</li> </ul>
<b>Eligibility Criteria</b>	<p><b>Eligible Teachers:</b> Tested teachers; Non-tested teachers; Portfolio teachers  <b>Eligibility Criteria:</b> Individual TVAAS or portfolio growth score; School-level TVAAS; Other: ACT Score</p> <p>Eligibility requirements for the Performance bonus:</p> <ul style="list-style-type: none"> <li>Employees must be certified teachers and not staff employees or long-term substitutes.</li> <li>Employees must be employed in a position within 20 calendar days of the 1st day of school to be eligible for the bonus.</li> <li>Employees must be continuously employed in an eligible position through the last day of school.</li> <li>Employees who accept a position outside the Crockett County School District, during or after the school year, shall not be eligible for a bonus.</li> <li>Employees who transfer from a bonus eligible position to a non-eligible position during the school year will not be eligible for the bonus.</li> <li>Employees who work in all five schools, may earn the school-wide bonus from all schools based on the percentage of time they spend at each school.</li> <li>Employees can only miss 8 days of school (not school-related) to be eligible for the bonus.</li> </ul>
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<b>Reach</b>	156
<b>Estimated Cost</b>	\$64,500

**Alternative Salary Schedule**

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

**Education\***

The salary schedule awards a step increase for degree attainment in the following degrees:  
M, M+30, Ed.S, Ed.D.

**Other**

School principals are eligible for bonus pay based on school performance measures from the state report card.

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