

Hollow Rock-Bruceton Special School District 2021-22 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)	
Description	A certified teaching position that is considered hard to staff is eligible to receive \$2,000 for up to 2 years. Priority Areas: 9-12 (Math, Science, Foreign Language, Special Education)
Eligibility Criteria	Only new hires are eligible.
Compensation Type and Size	Compensation Type: Bonus Bonus Type: Signing/Recruitment Compensation Amount: \$2,000
Reach	2
Estimated Cost	\$4,000
Instructional Roles or Responsibilities	
Description	Leaders will be trained in areas of district's needs; Present information; Support professional development of teachers Number of Unique Roles: 3
Eligibility Criteria	Level of overall effectiveness (LOE); Required Teacher LOE 4 or 5 to apply
Compensation Type and Size	\$20/Hour
Reach	6
Estimated Cost	\$9,000
Performance	
Description	<p>*A teacher can only receive one individual performance award.*</p> <p>State Test Results: (Required Teacher LOE 3, 4 or 5 to apply)</p> <p>State test results on TN ready assessments a teacher has</p> <ul style="list-style-type: none"> 60% of students on track or mastered or growth of 20 percentage points: \$500 50% of students on track or mastered or growth of 15 percentage points: \$350 40% of students on track or mastered or growth of 10 percentage points: \$250 <p>EPSO College and Career Ready: (Required Teacher LOE 3, 4 or 5 to apply)</p> <ul style="list-style-type: none"> 90% of student Industry R.C. Certification or College Credit: \$500 80% of student Industry R.C. Certification or College Credit: \$350 70% of student Industry R.C. Certification or College Credit: \$250 <p>_____ *Does not include Dual Enrollment Courses_____</p> <p>Teacher Portfolio: (Required Teacher LOE 3, 4 or 5 to apply)</p> <p>Teacher must complete a portfolio or Kindergarten State Approved Benchmark Assessment with a score of:</p> <ul style="list-style-type: none"> Level 5: \$500

- Level 4: \$400

District Accountability Status or School Accountability Status

- Exemplary Status: \$250
- Reward School: \$250

Eligibility Criteria	Eligible Teachers: Tested teachers; Non-tested teachers; Portfolio teachers Eligibility Criteria: Level of overall effectiveness (LOE); Individual TVAAS or portfolio growth score; Other: Industry Certification or College Credit; Required Teacher LOE 3, 4 or 5 to apply
Compensation Type and Size	See compensation amounts above.
Reach	12
Estimated Cost	\$10,000

Alternative Salary Schedule

Is the district implementing an alternative salary schedule? No

Education*

The salary schedule includes lanes for BA, MA, MA+, EDS, and DOC.

Other

N/A

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