

## Rutherford County Schools 2021-22 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>	<p>Hiring Incentives (Signing Bonuses):</p> <ul style="list-style-type: none"> <li>• Math - grades 6 through 12</li> <li>• Science - Chemistry &amp; Physics, grades 6 through 12</li> <li>• World Languages - grades 6 through 12</li> <li>• English as a Second Language - all grades</li> <li>• Board Certified Behavior Analyst must hold BCBA Certification</li> <li>• New teachers who completed their student teaching with RCS and contracted with RCS before April 1, 2020.</li> </ul> <p><b>Priority Areas: K-4</b> (ESL/ELL), <b>5-8</b> (Math, Science, ESL/ELL, Other), <b>9-12</b> (Math, Science, ESL/ELL, Other)</p>
<b>Eligibility Criteria</b>	<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.</p>
<b>Compensation Type and Size</b>	<p><b>Compensation Type:</b> Bonus <b>Bonus Type:</b> Signing/Recruitment</p> <p><b>Compensation Amount:</b></p> <p>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>
<b>Reach</b>	75
<b>Estimated Cost</b>	\$240,000
Instructional Roles or Responsibilities	
<b>Description</b>	<p>Teacher coaches for mentoring and professional development of classroom teaching staff</p> <p><b>Number of Unique Roles: 1</b></p>
<b>Eligibility Criteria</b>	Level of overall effectiveness (LOE); Individual TVAAS
<b>Compensation Type and Size</b>	Teacher coaches receive an annual supplement of \$2,000
<b>Reach</b>	90
<b>Estimated Cost</b>	\$180,000
Performance	
N/A	
Alternative Salary Schedule	
<b>Is the district implementing an alternative salary schedule?</b> 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



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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.

**Other**

**N/A**

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