

Jefferson County Schools

2021-22 Differentiated Pay Plan

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

Hard to Staff (School, Subject, or Placement)

N/A

Instructional Roles or Responsibilities

Description

- Instructional Coaches: These coaches will support teachers and plan PD opportunities and intervention strategies to support classroom teachers in direct instruction and improvement strategies aligned to teacher evaluation. Coaches will also work to ensure the appropriate use of high-quality instructional materials.
- Content Specialists: These specialists collaborate with the instructional coaches and provide PD for teachers and help to procure instructional resources to implement State content standards. Content specialists will also work to ensure the appropriate implementation and use of high-quality instructional materials.
- Teacher Mentor/Evaluator: This position supports each building level principal and identified teachers in the evaluation model. The mentor/evaluator supports teachers in the implementation of best practices related to areas identified by school leadership and in each teacher's summative evaluations. The goal is to have ongoing support to improve instruction.
- Teacher Mentors: These roles are annually assigned to support new employees for 1-2 years to assist in acclimation to the district. This also provide additional support to those new to the profession. A minimum of 30 hours is logged annually.

Number of Unique Roles: 4

Eligibility Criteria

Level of overall effectiveness (LOE); Certified in content/grade area
Generally, these roles are for employees that have a track record of student growth and use of best practices. They have a reputation among their peers for excellent instructional practices.

Compensation Type and Size

Instructional Coaches: \$2,448 annually x 10 positions = \$24,448
Content Specialist: \$5,100 annually x 2 positions = \$10,200
Teacher Mentor: \$500 over two years (varies each year)
Teacher Mentor/Evaluator: \$40,000

Reach

70

Estimated Cost

\$95,000

Performance

Description

Jefferson County certified employees receive an annual evaluation using the Project Coach model. The Project-Coach model provides an end of year score of 1-4 which is then converted to align with the state's 1-5 scoring system. Once a summative evaluation score is assigned, teachers are advanced on the pay-scale based on their performance. Teachers are compensated using the following:

- Evaluation Score of "1" – Remains Same
- Evaluation Score of "2" – Remains Same
- Evaluation Score of "3" – Advances 1 Step (\$300)
- Evaluation Score of "4" – Advances 2 Steps (\$600)
- Evaluation Score of "5" – Advances 3 Steps (\$900)

Teachers with a higher individual TVAAS scores than the evaluation score will move accordingly.

Eligibility Criteria	Eligible Teachers: Tested teachers; Non-tested teachers; Portfolio teachers Eligibility Criteria: Observation or TVAAS score
Compensation Type and Size	Each step increase is worth \$300 in performance pay.
Reach	516
Estimated Cost	\$330,000

Alternative Salary Schedule

Is the district implementing an alternative salary schedule? Yes

Type: Annual base pay increases determined using evaluation criteria; Advanced degree payments determined using district specific criteria (i.e., district does not award increases for any and all advanced degrees)

Criteria: Observation score; Individual TVAAS or portfolio growth score

Base salary scale changes occurred for the 2020-2021 school year in which the minimum base pay for 0 years of experience was raised to \$40,000 Bachelors/ \$44,000 Masters/ \$48,000 Advanced.

Implementation of the Alternative Salary Schedule is planned for implementation prior to the 2021-2022 school year. Teachers will be placed on the 90-step scale based on their current salary, years of experience, and degree. In compliance with Tennessee state law which states that a teacher's compensation cannot be decreased, no teacher will be financially harmed in this transition. The school board voted to adopt this 90 Step Salary Scale change in a public meeting. The Director of Schools notified all certified employees during a back-to-school meeting at the beginning of the 2020-21 school year to take effect for the 2021-22 school year. A central office/finance liaison visited each building to meet with all certified personal to go over the change and how their base salary would be placed on the 90 Step Scale. The Jefferson County local finance department ensures that all certified staff received an increase in pay during the conversion process. Following an approved 90 Step Pay Scale, JCS will post the scale on website, in handouts to employees, and through a PowerPoint at professional development sessions.

Educators will be eligible for additional compensation for advanced degrees if the degree is aligned to the duties, will result in an added endorsement, or is in supervision and administration or curriculum and instruction. Teachers pursuing an advanced degree must notify HR prior to beginning the program for approval of recognition. Degrees earned and proof reported to JCS by September 1 will be honored with a pay increase for the entire school year, and degrees earned and reported to JCS by January 1st will be paid out at 50% for the second half of the school year. CTE Industry Certifications or years of service in field of study may be considered.

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Reach: 516

Estimated Cost: \$330,000

Education*

Three categories of degrees are listed on the salary schedule: Bachelor, Master, and Advanced. There are \$4,000 dollars between each of these degree categories. Advanced would be EDS or doctoral degrees.

Other

Each year, the system may identify some key school leaders/teachers that are not in administrative or instructional leadership roles and they are given small stipends to assist with curriculum and instructional initiatives. Less than \$10,000 divided equally among those that are selected. Example: Currently Jefferson County High School provides two supplements to teachers in Math and ELA that are working to help implement high quality instructional materials and the shifts in compliance with TDOE guidance.

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