

Fentress County 2022-23 Differentiated Pay Plan

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

Hard to Staff (School, Subject, or Placement)	
Description	The Hard-to-Staff component includes 9-12 Math, Chemistry, Foreign Language, and 9-12 Special Education teachers. In addition Speech Language Pathologist will be included due to being unable to find qualified candidates. Hard-to-staff areas will be eligible for differentiated pay based on Teacher Observation Scores: 3 receives \$1000, 4 receives \$1500, and 5 receives \$2000. Priority Areas: 9-12 (Math, Science, Special Education)
Eligibility Criteria	Level of overall effectiveness (LOE) Certified in content/grade area Current teachers New hires
Compensation Type and Size	Compensation Type: Bonus Bonus Type: Retention Compensation Amount: Hard-to-staff areas will be eligible for differentiated pay based on Teacher Observation Scores: 3 receives \$1,000, 4 receives \$1,500, and 5 receives \$2,000.
Reach	8
Estimated Cost	\$16,000

Instructional Roles or Responsibilities	
N/A	
Performance	
Description	Each teacher is eligible for a performance bonus based on teacher observation score. A score of 5 receives \$500, 4 receives \$400 and 3 receives \$300. A score of 1 or 2 does not receive a bonus.
Eligibility Criteria	Eligible Teachers: Tested teachers Non-tested teachers Portfolio teachers Eligibility Criteria: Level of overall effectiveness (LOE) A score of 5 receives \$500, 4 receives \$400 and 3 receives \$300. A score of 1 or 2 does not receive a bonus.
Compensation Type and Size	Teacher Observation Score of 3=\$300 Teacher Observation Score of 4=\$400 Teacher Observation Score of 5=\$500
Reach	157
Estimated Cost	\$72,100

Alternative Salary Schedule	
Is the district implementing an alternative salary schedule? Yes	
Type: Advanced degree payments determined using district specific criteria (i.e., district does not award increases for any and all advanced degrees)	

Criteria: Years of experience

All advanced degrees must be aligned to the educator's current duties. Payment of aligned advanced degrees is based on the current salary schedule. Criteria information can be found in the downloaded Fentress County Salary Scale 2021-2022.

The current pay scale increases based on experience and recognizes degrees of Bachelors, Masters, Masters+30, EDS, and Doctorate. There is not necessarily a pay increase at every additional year of experience. The district does not recognize advanced degrees that are not directly related to the work of the educator. Criteria information can be found in the downloaded Fentress County Salary Scale for 2021-2022.

Reach: 171

Estimated Cost: \$342,000

Education*

Payment of aligned advanced degrees is based on the current salary schedule.

Other
