

Fayette County 2022-23 Differentiated Pay Plan

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| 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 | <p>High School subject area teachers with math, science, and or foreign language certifications who complete the 2022-2023 school year with more than 90% attendance.</p> <p>Priority Areas 6-8 (Math, Science, Foreign Language), 9-12 (Math, Science, Foreign Language)</p> <p>All teachers in the District that return and are still employed with the District as of November 1, 2022 and are present at the time of the bonus payout in February, 2023.</p> <p>Priority Areas: 5-8 (Math, Science, Foreign Language), 9-12 (Math, Science, Foreign Language)</p> | | | | | | |
| Eligibility Criteria | <p>Certified in content/grade area</p> <p>Attendance minimum (i.e., miss no more than 12 days)</p> <p>Teacher must have been employed with the District at the end of the previous school year in order to be eligible. Certified employee must be a classroom teacher or provide school based direct services to students. Administrative staff are not eligible.</p> <p>Current teachers</p> <p>New hires</p> | | | | | | |
| Compensation Type and Size | <p>Compensation Type: Bonus Bonus Type: Retention</p> <p>Compensation Amount: Returning Certified School Based Instructional Staff (140) x \$1,000 per person</p> <p>Hard to Staff Content Areas</p> <table> <tr> <td>6-8 Math (2) x \$1,000</td><td>6-8 Science (2) x \$1,000</td></tr> <tr> <td>9-12 Math (6) x \$1,000</td><td>9-12 Science (5) x \$1,000</td></tr> <tr> <td colspan="2">9-12 Foreign Language (2) x \$1,000</td></tr> </table> | 6-8 Math (2) x \$1,000 | 6-8 Science (2) x \$1,000 | 9-12 Math (6) x \$1,000 | 9-12 Science (5) x \$1,000 | 9-12 Foreign Language (2) x \$1,000 | |
| 6-8 Math (2) x \$1,000 | 6-8 Science (2) x \$1,000 | | | | | | |
| 9-12 Math (6) x \$1,000 | 9-12 Science (5) x \$1,000 | | | | | | |
| 9-12 Foreign Language (2) x \$1,000 | | | | | | | |
| Reach | 161 | | | | | | |
| Estimated Cost | \$161,000 | | | | | | |
| Instructional Roles or Responsibilities | | | | | | | |
| Description | <p>Teacher-Leaders (1-3) are full-time classroom teachers whose extra responsibilities include, but are not limited to, the following:</p> <p>mentoring/coaching colleagues, assisting principals and teachers with analyzing and using universal screener and progress monitoring data for RTI, assisting teachers with creating common formative assessments using Mastery Connect and other sources, assisting teachers and principals with analyzing CFA and benchmark data from MasteryConnect/CASE to inform instruction, remediation, and intervention in the TIER 1, and to assist teachers and principals in tracking attendance and academic data to monitor progress toward</p> | | | | | | |

state and local goals (e.g. AMOs).

Number of Unique Roles: 1

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| Eligibility Criteria | Level of overall effectiveness (LOE) Individual TVAAS Years of experience |
| Compensation Type and Size | Teacher Leaders (17) x \$1,100.00 |
| Reach | 17 |
| Estimated Cost | \$18,700 |

Performance

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| Description | Results from TNReady Assessment will be used to determine student growth. Teacher attaining a 4 or 5 Value Added score in the subject area of ELA, Math, and Science will be awarded the bonus. Teachers in self-contained classes who teach more than one subject must receive a 4 or 5 composite TVAAS score. Early Childhood teachers with an ESGI growth score of 5 will be awarded the bonus. |
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| Eligibility Criteria | Eligible Teachers: Tested teachers School administrators Other instructional staff Eligibility Criteria: Individual TVAAS or portfolio growth score School-level TVAAS Other: National Board Certification and District Evaluation Teachers with National Board Certification (NBPTS); School Leaders (Principals, Assistant Principals and Instructional Coaches) with a TVAAS Composite of 3,4, or 5 for their individual schools; District Executive Leadership team members whose role directly impacts instruction, assessment, accountability and/or curriculum that attain an average of 3,4, or 5 on their district evaluation. |
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| Compensation Type and Size | District Executive Evaluation - Level 5 x \$3,000. District Executive Evaluation- Level 4 x \$2,000. District Executive Evaluation - Level 3 x \$1,000. School Principals TVAAS Composite Level 5 x \$3,000. School Principals TVAAS Composite Level 4 x \$2,000. School Principals TVAAS Composite Level 3 x \$1,000. Assistant Principals, Instructional Coaches TVAAS Composite Level 5 x \$1,500 Assistant Principals, Instructional Coaches TVAAS Composite Level 4 x \$1,000 Assistant Principals, Instructional Coaches TVAAS Composite Level 3 x \$ 500 Early Childhood Teachers ESGI score Level 5 x \$1,000 National Board Certification x \$1,000 |
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| Reach | 50 |
| Estimated Cost | \$68,000 |

Alternative Salary Schedule

Is the district implementing an alternative salary schedule? No

Educators are compensated based on years of experience and completion of these degrees: BS, Masters, Masters Plus 45, EDS, and PHD/EdD

Other

Teacher with National Board Certification will receive \$1,000 bonus

School Principals TVAAS Composite Level 5 x \$3,000.

School Principals TVAAS Composite Level 4 x \$2,000.

School Principals TVAAS Composite Level 3 x \$1,000.

Assistant Principals, Instructional Coaches TVAAS Composite Level 5 x \$1,500

Assistant Principals,