

## Rutherford County 2022-23 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>	<b>Priority Areas: 5-8</b> (Math, Science, Reading/ELA, ESL/ELL, Special Education), <b>9-12</b> (Math, Science, Reading/ELA, ESL/ELL, Special Education)
<b>Eligibility Criteria</b>	Certified in content/grade area New hires
<b>Compensation Type and Size</b>	<b>Compensation Type:</b> Bonus <b>Bonus Type:</b> Signing/Recruitment <b>Compensation Amount:</b> A one-time signing bonus of \$4,000; paid \$2,000 in the fall and \$2,000 in the spring
<b>Reach</b>	150
<b>Estimated Cost</b>	\$275,000
Instructional Roles or Responsibilities	
<b>Description</b>	Teacher coach positions: facilitate professional development and mentor new teachers (up to 3 years) as well as teachers new to the district <b>Number of Unique Roles:</b> 5 or more
<b>Eligibility Criteria</b>	Certified in content/grade area
<b>Compensation Type and Size</b>	\$2,000 annual supplement
<b>Reach</b>	102
<b>Estimated Cost</b>	\$204,000
Performance	
N/A	
Alternative Salary Schedule	
<b>Is the district implementing an alternative salary schedule?</b> No	
Education*	
RCS compensates additional pay for educators obtaining MA, MA+45, Ed.D and Ph.D degrees. See link below for 2022-23 salary schedule for details	
Other	