

Fentress County

2022-23 Differentiated Pay Plan

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|-----------------------------|-------------------------------------|
| Hard-to-Staff | <input checked="" type="checkbox"/> |
| Instructional Roles | <input type="checkbox"/> |
| Performance | <input checked="" type="checkbox"/> |
| Alternative Salary Schedule | <input 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 | |
| <i>Is the district implementing an alternative salary schedule? No</i> | |
| Education* | |

The 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.

Other