

Hollow Rock - Bruceton

2023-24 Differentiated Pay Plan

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	Foreign Language Priority Areas: 9-12 (Math, Science, Special Education, Foreign Language)
Eligibility Criteria	Certified in content/grade area Bonus up to 2 years New hires
Compensation Type and Size	Compensation Type: Bonus Bonus Type: Signing/Recruitment Compensation Amount: \$2,000
Reach	2
Estimated Cost	\$4,000
Instructional Roles or Responsibilities	
Description	Lead Trainers: Leaders will be trained in areas of district's needs, Present information, Support professional development of teachers Number of Unique Roles: 1
Eligibility Criteria	Level of overall effectiveness (LOE) Individual TVAAS Required Teacher LOE 4 or 5 to apply
Compensation Type and Size	\$20/hr
Reach	3
Estimated Cost	\$1,500
Performance	
Description	*A Teacher can only receive one individual performance award State test results on TN ready assessments a teacher has 60% of students on track or mastered or growth of 20 percentage points 50% of students on track or mastered or growth of 15 percentage points 40% of students on track or mastered or growth of 10 percentage points 90% of student Industry R.C. Certification or College Credit 80% of student Industry R.C. Certification or College Credit 70% of student Industry R.C. Certification or College Credit _____ *Does not include Dual Enrollment Courses _____ Exemplary Status Reward School Teacher must complete a portfolio or Kindergarten State Approved Benchmark Assessment with a score of

Eligibility Criteria	Eligible Teachers: Tested teachers Non-tested teachers Portfolio teachers Eligibility Criteria: Level of overall effectiveness (LOE) Individual TVAAS, portfolio growth score or alternative growth score - universal reading screener School-level TVAAS District-level TVAAS
Compensation Type and Size	*A Teacher can only receive one individual performance award State test results on TN ready assessments a teacher has 60% of students on track or mastered or growth of 20 percentage points \$1000 50% of students on track or mastered or growth of 15 percentage points \$750 40% of students on track or mastered or growth of 10 percentage points \$500 90% of student Industry R.C. Certification or College Credit \$1000 80% of student Industry R.C. Certification or College Credit \$750 70% of student Industry R.C. Certification or College Credit \$500 _____*Does not include Dual Enrollment Courses_____ Exemplary Status \$1000 Reward School \$1000 Teacher must complete a portfolio or Kindergarten State Approved Benchmark Assessment with a score of Level 5 \$1000 Level 4 \$750
Reach	10
Estimated Cost	\$20,000
Alternative Salary Schedule	
<i>Is the district implementing an alternative salary schedule?</i> No	
Education*	
Other	