

Putnam County Schools

2019-20 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 checked="" type="checkbox"/>

Hard to Staff (School, Subject, or Placement)	
Description	<p>As a district we accept the fact that certain classes are more difficult to staff. In recognition of this challenge, the Putnam County School System Model offers the following:</p> <ul style="list-style-type: none"> An annual stipend of \$1,500 for positions deemed hard-to-staff due to specialized skills and demands of the position such as TRACS (Training in Responsibility, Accountability and Coping Skills) behavioral special education classes grades K-12. The \$1,500 stipend will be divided by 12 and paid in equal increments in each monthly payroll during the 2019-20 school year. Signing Bonus - A one-time payout of \$2,500 for positions deemed hard-to-staff according to the annual job market analysis each school year. The \$2,500 stipend will be paid in the first payroll following employment. (This is usually an area identified as course specific at the secondary level such as math or science.) Note - No area has been identified for the signing bonus for the 2019-20 school year to date. <p>Priority Areas: K-4 (Special Education), 5-8 (Special Education), 9-12 (Math, Science, Special Education)</p>
Eligibility Criteria	Level of overall effectiveness (LOE); Certified in content/grade area Current teachers and new hires are eligible.
Compensation Type and Size	<p>Compensation Type: Bonus Bonus Type: Signing/Recruitment/Retention</p> <p>Compensation Amount: SPED TRACS Classrooms - \$1,500; Signing Bonus - \$2,500</p>
Reach	6
Estimated Cost	\$9,000

Instructional Roles or Responsibilities	
Description	<p>1 - Math Instructional Coach - primary focus middle and high school. 1 - ELA Instructional Coach - primary focus middle and high school. 3 - Read To Be Ready Coaches - each are assigned to the elementary schools. 65-75 - Lead and School Mentors 8 - National Board Certified teachers</p> <p><i>Position: Math Specialist (Grades 5-12)</i></p> <p>Qualifications:</p> <ul style="list-style-type: none"> Valid Tennessee Teacher Certificate Bachelor's Degree or Higher (HQ Status) At least 5-years experience as a teacher Excellent organizational, communication, and interpersonal skills Able to plan and work within time schedules Experience in curriculum, planning, pacing, assessments, data, PLCs

- Strong knowledge of Math standards, processes, practices
- Strong understanding of RTI2 process including Tier 2 and Tier 3 instruction

Essential Duties & Responsibilities:

- Foster a Collaborative Culture of Support Educator Development and Student Learning utilizing group processes;
- Use collaborative culture to promote an environment of collegiality, trust, and respect that focuses on continuous improvement in instruction and student learning;
- Model effective skills in listening, presenting ideas, leading discussions, clarifying, mediating, and identifying needs of self and others in order to advance shared goals and professional learning;
- Employ facilitation skills to create trust among colleagues, develop collective wisdom, build ownership and action that supports student learning;
- Assist colleagues to access and use research to improve practice and student learning in order to select appropriate strategies to improve student learning;
- Facilitate and support teachers with the analysis of student and subgroup data, collection, interpretation of results with application of findings to improve teaching and learning;
- Collaborate with colleagues and school administrators to plan professional learning that is team-based, job-embedded, sustained over time, aligned with content standards, and linked to school/district improvement goals;
- Identify and use appropriate technologies to promote collaborative and differentiated learning;
- Collaborate and assist other departments to assist community, school, and district strategic goals and processes.

Position: ELA District Specialist (Grades 5-12)

Qualifications

- Valid Tennessee Teacher Certificate
- Bachelor's Degree or Higher (HQ Status)
- At least 5-years experience as a teacher
- Excellent organizational, communication, and interpersonal skills
- Able to plan and work within time schedules
- Experience in curriculum, planning, pacing, assessments, data, PLCs
- Strong knowledge of Math standards, processes, practices
- Strong understanding of RTI2 process including Tier 2 and Tier 3 instruction

Essential Duties & Responsibilities

- Foster a Collaborative Culture of Support Educator Development and Student Learning utilizing group processes;
 - Use collaborative culture to promote an environment of collegiality, trust, and respect that focuses on continuous improvement in instruction and student learning;
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- Model effective skills in listening, presenting ideas, leading discussions, clarifying, mediating, and identifying needs of self and others in order to advance shared goals and professional learning;
- Employ facilitation skills to create trust among colleagues, develop collective wisdom, build ownership and action that supports student learning;
- Assist colleagues to access and use research to improve practice and student learning in order to select appropriate strategies to improve student learning;
- Facilitate and supports teachers with the analysis of student and subgroup data, collection, interpretation of results with application of findings to improve teaching and learning;
- Collaborate with colleagues and school administrators to plan professional learning that is team-based, job-embedded, sustained over time, aligned with content standards, and linked to school/district improvement goals;
- Identify and use appropriate technologies to promote collaborative and differentiated learning;
- Collaborate and assist other departments to assist community, school, and district strategic goals and processes.

Read to be Ready Specialist (Grades K-4)

- The Read to be Ready Specialist is a self-motivated relationship builder with deep knowledge and experience in early reading instruction and some experience in instructional coaching.
- Qualifications:
- Bachelor's degree or higher in relevant field or Reading Specialist certificate (preferred but not required)
- Deep knowledge of literacy development and instruction
- Deep understanding of the Tennessee Academic Standards and the instructional shifts for English Language Arts
- Experience as a reading specialist or reading teacher, with a record of student achievement
- Experience working with adults and an understanding of how adults learn
- Ability to work collaboratively with various stakeholders, including school and district leaders
- Strategic thinker who uses evidence to make decisions
- Strong planning and organizational skills
- Strong oral and written communication skills; active listener
- Enthusiastic about giving and receiving feedback and helping others to learn and grow

Lead Mentor Teacher

- Oversees and organizes activities between mentors and mentees; resolves any issues arising with support of mentee teacher; invites and encourages the participation of all related teachers; works well with
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team members and maintains productive relationships; and performs all duties of an active mentor with an assigned mentee as well defined by the number of new teachers to the building.

- A minimum of three years teaching experience
- Principal recommendation
- Assist Principals in establishing Mentor/Mentee partnerships
- Leads monthly Mentor/Mentee meetings (Materials: Mentoring in the 21st Century)
- Submission of all required paperwork by due dates.

Mentor Teacher

- Mentor teacher goals entail (a) helping novice teachers gain competencies, confidence, realistic values, experience, etc. and grow into a fully-functioning, autonomous, and competent professional, (b) encouraging self-reliance and self-reflection, (c) supporting a commitment to the professional, and (d) promoting the realization of a dream. Must meet the following commitments:
- A minimum of 20 contact hours with protégé/mentee
- Attendance at Mentor training or institute
- Completion of two formative surveys and one summative survey by due dates
- Submission of all required paperwork by due dates
- Participation as directed by the building level principal in meetings and activities involving their mentee

Enrichment Specialist

Determined by School Administration annually

Number of Unique Roles: 5 or more

Eligibility Criteria	Level of overall effectiveness (LOE); Individual TVAAS; Certified in content/grade area; Years of experience
Compensation Type and Size	Instructional Coaches - \$87,750 National Board Certification - \$2,500 Mentors - \$500 Enrichment Specialist - 5 day additional contract plus \$1,000 Stipend
Reach	100
Estimated Cost	\$541,250

Performance

Description	Updated May 2020: Due to COVID-19 school closures and no evaluation or testing data for the 2019-20 school year, the district will use LOE scores from the 2018-19 school year to award base pay increases as described in the 2019-20 Differentiated Pay Plan. Any educator who had a PYE for the 2018-19 school year will receive a base pay increase based on a Level 3 LOE. First year teachers in 2019-20 will also receive a base pay increase based on a Level 3 LOE. Anyone with a level 2 during the 2018-19 school year who opted to complete the individual growth plan will receive the agreed upon base pay increase for completing the IGP.
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Base Pay Increases based on TNCompass Level of Effectiveness (LOE)

Scores:

- TEAM Level 5 (Significantly Above Expectations) = \$750 TEAM
- Level 4 (Above Expectations) = \$625 TEAM
- Level 3 (At Expectations) = \$500 TEAM
- Level 2 (Below Expectations with a 3.5 average or above on the TEAM Evaluation Score (Observation Score only) = \$250 TEAM
- Level 1 (Below Expectations) = \$0

Eligibility Criteria	Eligible Teachers: All teachers Eligibility Criteria: Level of Overall Effectiveness (LOE)
Compensation Type and Size	Base Pay Increases based on TNCompass Level of Effectiveness (LOE) Scores: <ul style="list-style-type: none"> • TEAM Level 5 (Significantly Above Expectations) = \$750 TEAM • Level 4 (Above Expectations) = \$625 TEAM • Level 3 (At Expectations) = \$500 TEAM • Level 2 (Below Expectations with a 3.5 average or above on the TEAM Evaluation Score (Observation Score only) = \$250 TEAM • Level 1 (Below Expectations) = \$0
Reach	849
Estimated Cost	\$636,750

Alternative Salary Schedule

Is the district implementing an alternative salary schedule? Yes

Type: Annual base pay increases determined using evaluation criteria; Advanced degree payments determined using district specific criteria (i.e., district does not award increases for any and all advanced degrees)

Criteria: Level of overall effectiveness (LOE)

Updated May 2020: Due to COVID-19 school closures and no evaluation or testing data for the 2019-20 school year, the district will use LOE scores from the 2018-19 school year to award base pay increases as described in the 2019-20 Differentiated Pay Plan. Any educator who had a PYE for the 2018-19 school year will receive a base pay increase based on a Level 3 LOE. First year teachers in 2019-20 will also receive a base pay increase based on a Level 3 LOE. Anyone with a level 2 during the 2018-19 school year who opted to complete the individual growth plan will receive the agreed upon base pay increase for completing the IGP.

All instructional coaches will be paid according to the established plan for the 2019-20 school year. Their base pay increases will follow the same mandate as for classroom teachers.

Advanced Degrees - Beginning with the 2016-17 school year, new hires will be compensated for up to two advanced degrees (Max = \$5,000).

- Masters Content Related \$2,500
- Masters Non Content Related \$1,000
- EDS Content Related \$2,500
- EDS Non Content Related \$1,000
- Doctorate Content Related \$2,500
- Doctorate Non Content Related \$1,000
- National Board Certification Content Related \$2,500

Beginning 2016-17 Degree stipends are limited to two total in either category, or a combination of Advanced Content Related Degree, Advanced Non Content Related, and National Board Certification. Max payout = \$5,000.

National Board Certification is considered the same as an advanced degree. National Board Certification is always considered content related and pays \$2,500.

Base Pay Increases based on TNCompass Level of Effectiveness (LOE) Scores:

- TEAM Level 5 (Significantly Above Expectations) = \$750 TEAM
- Level 4 (Above Expectations) = \$625 TEAM
- Level 3 (At Expectations) = \$500 TEAM
- Level 2 (Below Expectations with a 3.5 average or above on the TEAM Evaluation Score (Observation Score only) = \$250 TEAM
- Level 1 (Below Expectations) = \$0

Reach: 849

Estimated Cost: \$636,750

Education*

Advanced Degrees - Beginning with the 2016-17 school year, new hires will be compensated for up to two advanced degrees (Max = \$5,000).

- Masters Content Related \$2,500
- Masters Non Content Related \$1,000
- EDS Content Related \$2,500
- EDS Non Content Related \$1,000
- Doctorate Content Related \$2,500
- Doctorate Non Content Related \$1,000
- National Board Certification Content Related \$2,500

Beginning 2016-17 Degree stipends are limited to two total in either category, or a combination of Advanced Content Related Degree, Advanced Non Content Related, and National Board Certification. Max payout = \$5,000.

National Board Certification is considered the same as an advanced degree. National Board Certification is always considered content related and pays \$2,500.

Other

National Board Certification is considered the same as an advanced degree. National Board Certification is always considered content related and pays \$2,500.

**Education is not a differentiated pay element and does not count toward the mandated criteria.*