

Sequatchie 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	The district will pay once the teacher passes Praxis tests and courses leading to endorsement. A one-time starting bonus may be given in hard to staff positions if needed. Priority Areas: K-4 (Special Education), 5-8 (Math, Special Education), 9-12 (Math, Science, Special Education, Other (CTE))
Eligibility Criteria	Certified in content/grade area: If a certified in the areas of secondary Math or Science, a bonus may be paid if the teacher is certified in the content area. New hires are eligible.
Compensation Type and Size	Compensation Type: Bonus Bonus Type: Signing/Recruitment Compensation Amount: \$1000.00
Reach	4
Estimated Cost	\$4,000
Instructional Roles or Responsibilities	
Description	Grade level team leaders, subject level leaders, and vertical team leaders. The lead teachers are to serve as the main contact for principals and supervisors. They oversee grade-level data, PLC meetings, and events. Number of Unique Roles: 1
Eligibility Criteria	Level of overall effectiveness (LOE) Individual TVAAS Teachers with a LOE can only be team leaders.
Compensation Type and Size	\$1000.00 per role
Reach	27
Estimated Cost	\$27,000
Performance	
Description	Updated May 2020: Sequatchie County will give educators a 1.5% increase based on a beginning teacher salary (\$600.00) plus a 1 step on the Alternative Pay Schedule of (\$250.00) pending budget approval by the Sequatchie County Commission and any cuts made by the State of TN.
Eligibility Criteria	Eligible Teachers: All teachers Eligibility Criteria: Level of overall effectiveness (LOE); Individual TVAAS or portfolio growth score; School-level TVAAS; District-level TVAAS
Compensation Type and Size	Updated May 2020: Sequatchie County will give educators a 1.5% increase based on a beginning teacher salary (\$600.00) plus a 1 step on the Alternative Pay Schedule of (\$250.00) pending budget approval by the Sequatchie County Commission and any cuts made by the State of TN.
Reach	156
Estimated Cost	\$88,000
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); Individual TVAAS or portfolio growth score; School-level TVAAS; District-level TVAAS

Updated May 2020: Sequatchie County will give educators a 1.5% increase based on a beginning teacher salary (\$600.00) plus a 1 step on the Alternative Pay Schedule of (\$250.00) pending budget approval by the Sequatchie County Commission and any cuts made by the State of TN.

Master's, Ed.S, Ed.D, and Ph.D. will be eligible for step increases.

- 1st advanced degree: 10 steps=\$2500.00
- 2nd advanced degree: 5 steps=\$1250.00
- 3rd advanced degree: 5 steps=\$1250.00

Reach: 156

Estimated Cost: \$88,000

Education*

Master's, Ed.S, Ed.D, and Ph.D. will be eligible for step increases.

- 1st advanced degree: 10 steps=\$2500.00
- 2nd advanced degree: 5 steps=\$1250.00
- 3rd advanced degree: 5 steps=\$1250.00

Other

NBCT will receive \$1000.00.

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