

## White County Schools

### 2020-21 Differentiated Pay Plan

Hard-to-Staff	<input 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)	
N/A	
Instructional Roles or Responsibilities	
<b>Description</b>	White County Schools will pay 13 teachers \$1000 each to be a building-level technology coach to help facilitate the anticipated online learning that will be needed as a result of COVID-19 school closures. These teachers will provide first-level support for teachers when issues arise surrounding the technology aspects of online learning. <b>Number of Unique Roles: 1</b>
<b>Eligibility Criteria</b>	Willingness to support other educators and to hold a small number of after-hours training sessions.
<b>Compensation Type and Size</b>	\$1,000
<b>Reach</b>	13
<b>Estimated Cost</b>	\$13,000
Performance	
<b>Description</b>	The district will continue to offer a traditional salary schedule (step/lane schedule that uses years of experience and education level to determine educator's increases in base pay) and will offer a bonus to each educator if the district TVAAS composite score is a 3 or greater. The compensation will be given as a one-time bonus. <ul style="list-style-type: none"> <li>TVAAS District-Level composite 3= \$300</li> <li>TVAAS District-Level composite 4= \$400</li> <li>TVAAS District-Level composite 5= \$500</li> </ul> The compensation will be available to all educators and administrators.
<b>Eligibility Criteria</b>	<b>Eligible Teachers:</b> Tested teachers; Non-tested teachers; Portfolio teachers <b>Eligibility Criteria:</b> District-level TVAAS
<b>Compensation Type and Size</b>	The compensation will be given as a one-time bonus. <ul style="list-style-type: none"> <li>TVAAS District-Level composite 3= \$300</li> <li>TVAAS District-Level composite 4= \$400</li> <li>TVAAS District-Level composite 5= \$500</li> </ul>
<b>Reach</b>	303
<b>Estimated Cost</b>	\$151,500
Alternative Salary Schedule	
<b>Is the district implementing an alternative salary schedule?</b> No	
Education*	
There are separate and higher pay schedules for educators with advanced degrees. Degrees include BA, MA, MA+30, EdS, and Ph.D.	
Other	
N/A	

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