

## Claiborne County Schools

### 2020-21 Differentiated Pay Plan

Hard-to-Staff	<input checked="" type="checkbox"/>
Instructional Roles	<input checked="" type="checkbox"/>
Performance	<input type="checkbox"/>
Alternative Salary Schedule	<input type="checkbox"/>

Hard to Staff (School, Subject, or Placement)	
<b>Description</b>	<p>A new teacher to Claiborne County (no prior experience in our system) or a teacher currently in the school system but not teaching in the hard-to-staff area (grade levels 5-12) is eligible for this element. The teacher must hold a valid (Apprentice, Professional or Out-of-State) Tennessee teaching license. Eligible teachers must stay in the position (subject and school site) for a period of no less than three (3) years, excluding situations whereby teachers are transferred to another school within the district. The employee will be required to reimburse the system up to 100% of the bonus on a prorated scale if they do not fulfill the three year teaching obligation. In order for teachers to be considered, they must meet defined teacher performance and attendance requirements.</p> <p>A bonus of \$2,000 dollars will be paid upon entering into a contract for employment. Upon contract renewal, a bonus of \$3,000 will be paid for the first and second year of employment upon the fulfillment of duties and responsibilities assigned by the district. Contingent upon contract renewal, a bonus of \$2,000 will be paid for the third year of employment. Bonuses will not exceed the total amount of \$10,000.</p> <p>Hard- to-Staff positions may be offered to teachers in the areas of math, reading/ELA, foreign languages, government, or science.</p>
<b>Priority Areas: 9-12 (Math, Other)</b>	
<b>Eligibility Criteria</b>	<p>Level of overall effectiveness (LOE); Certified in content/grade area; Attendance minimum (i.e., miss no more than 12 days)</p> <p>A new teacher to Claiborne County (no prior experience in our system) or a teacher currently in the school system but not teaching in the hard-to-staff area (grade levels 5-12) is eligible for this element. The teacher must hold a valid (Apprentice, Professional or Out-of-State) Tennessee teaching license. Eligible teachers must stay in the position (subject and school site) for a period of no less than three (3) years, excluding situations whereby teachers are transferred to another school within the district. The employee will be required to reimburse the system up to 100% of the bonus on a prorated scale if they do not fulfill the three year teaching obligation. In order for teachers to be considered, they must meet defined teacher performance and attendance requirements.</p>
<b>Compensation Type and Size</b>	<p><b>Compensation Type:</b> Bonus <b>Bonus Type:</b> Signing/Recruitment/Retention</p> <p><b>Compensation Amount:</b> 2 math teachers at \$2,000; 1 Spanish teacher at \$3,000</p>
<b>Reach</b>	2

**Estimated Cost** \$7,000

### **Instructional Roles or Responsibilities**

#### **Description**

Claiborne County will compensate teachers and professional employees for providing additional instructional support by performing additional duties in order to build capacity and increase teacher effectiveness.

Teachers/Educators who fulfill duties and responsibilities assigned by the district and attendance levels will be eligible to apply for leadership roles or additional duties based on system and school needs. Additional duties will require all work to be done outside the contracted time for the employee. Examples include but are not limited to: PLC Leaders, data analysis, professional development presentations, common assessments development, curriculum activities development.

#### Teacher Leader Roles Available:

- CTE Teacher Leader (1 at each high school)
- Teacher Leaders (1 at each elementary/middle and 2 at each high school)
- Portfolio Teacher Leader (Early childhood) (1 for the county)
- Special Education Teacher Leader (1 for the county)
- Counselor Teacher Leader (1 for the county)
- Curriculum Creator (unlimited number across the district)

#### Teacher Leader Description:

- Teacher leaders will be utilized to provide professional development throughout the school year.
- Teacher leaders will be trained during the school year and summer.
- Teacher leaders will be given the opportunity to take part in state and regionally provided training.
- Teacher leaders will promote instructional best practices, technology use, and be well versed in data to improve instruction
- Teacher leaders will acquire, deconstruct and deliver curriculum expectations to peers
- Teacher leaders will be able to earn up to \$3,000 for the 2020-2021 school year. Teacher Leaders are paid hourly for work completed before and after school hours.

#### **Number of Unique Roles:** 5 or more

#### **Eligibility Criteria**

Level of overall effectiveness (LOE); Certified in content/grade area;  
Attendance minimum (i.e., miss no more than 12 days)

#### Teacher Leader Requirements:

- Minimum of 5 years of teaching experience in the Claiborne County School System
- TEAM level of effectiveness scores of 3, 4, or 5
- Facilitate Technology Instruction
- Conduct monthly PLC/PD Sessions
- Mentor Apprentice Teacher(s)

- Active Role in Data
- Attend Required monthly Teacher Leader academy
- Perform any other assigned duties as needed

<b>Compensation Type and Size</b>	17 roles X \$3,000 = \$51,000 (Additional educational leaders 25.00 an hour)
<b>Reach</b>	42
<b>Estimated Cost</b>	\$101,915

#### Performance

N/A

#### Alternative Salary Schedule

*Is the district implementing an alternative salary schedule?* No

#### Education\*

Educators are compensated for advanced degrees as calculated in the attached salary schedule. Degrees include: BS, MS, MS+, EdS, and PhD.

#### Other

N/A

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