

Fayette County Schools

2020-21 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	High school subject area teachers with math, science, and/or foreign-language certifications who complete the 2020-2021 school year with more than 90% teacher attendance rate. Priority Areas: 5-8 (Math, Science, Other), 9-12 (Math, Science, Other)
Eligibility Criteria	Certified in content/grade area High school subject area teachers with math, science, and/or foreign-language certifications who complete the 2020-2021 school year with more than 90% teacher attendance rate. Current teachers and new hires are eligible.
Compensation Type and Size	Compensation Type: Bonus Bonus Type: Signing/Recruitment/Retention Compensation Amount: Selected teachers will receive a \$1000 stipend (prorated if the teacher was hired after the start date of school).
Reach	21
Estimated Cost	\$21,000

Instructional Roles or Responsibilities	
Description	Teacher-Leaders (1-3 from each school) are full-time classroom teachers whose extra responsibilities include, but are not limited to the following : mentoring/coaching colleagues, assist Chiefs and teachers with analyzing and using universal screeners and progress monitoring data for RTI; assist teachers with creating CFAs in Mastery Connect; assist teachers and Chiefs with analyzing CFA and benchmark data from Mastery Connect/CASE to inform instruction, remediation, and intervention in Tier I; and assist teachers and chiefs in tracking attendance and academic data to monitor progress toward state and local goals (e.g. AMOs). Large Elementary - 3 (per school) Small Elementary -1 (per school) Middle School - 2 (per school) High School - 5 Number of Unique Roles: 1
Eligibility Criteria	Level of overall effectiveness (LOE); Individual TVAAS
Compensation Type and Size	Selected teachers will receive a \$1,100 stipend based on specified roles that are directly aligned to IMAGINE 21 and evidence to support the effectiveness of the responsibilities.
Reach	15
Estimated Cost	\$18,700

Performance	
Description	Results for TNReady assessment will be used to determine student growth. Teachers attaining a 4 or 5 value added score in the subject area of ELA, Math, and Science will be awarded the bonus. Teachers in self-contained

classes or who teacher more than one subject must receive a 4 or 5 composite TVAAS score. Early childhood teachers with a state portfolio score of 5 will be awarded a bonus.

Eligibility Criteria	Eligible Teachers: Tested teachers; Portfolio teachers Eligibility Criteria: Individual TVAAS or portfolio growth score
Compensation Type and Size	Bonus: Teachers of ELA, Math and/or Science \$1,000 Portfolio Bonus: \$500
Reach	50
Estimated Cost	\$68,000

Alternative Salary Schedule

Is the district implementing an alternative salary schedule? No

Education*

Educators are compensated based on years of experience and completion of these degrees: BS, Masters, Masters Plus 45, EdS, and PhD/EdD.

Other

School/District Leaders: Leaders will attain a TVAAS Composite of 3, 4, or 5 for their individual school and/or attain an average of 3, 4, or 5 on their IMAGINE 21 district evaluation average.

Bonus (School/District)

3-\$1,000

4-\$2,000

5-\$3,000

Deputy Chiefs

3- \$500

4- \$1000

5- \$1500

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