

Hollow Rock-Bruceton Special School District 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	
Description	Lead Trainers: Leaders will be trained in areas of district's needs then present information and support professional development of teachers in the district. Number of Unique Roles: 1
Eligibility Criteria	Level of overall effectiveness (LOE): Teachers must have LOE Level 4 or Level 5 to apply
Compensation Type and Size	\$20/Hr
Reach	5
Estimated Cost	\$5,000
Performance	
Description	<p>*A teacher can only receive one individual performance award.*</p> <p>State Test Results: (Required Teacher LOE 3, 4 or 5 to apply)</p> <p>State test results on TN ready assessments a teacher has</p> <ul style="list-style-type: none"> 60% of students on track or mastered or growth of 20 percentage points: \$500 50% of students on track or mastered or growth of 15 percentage points: \$350 40% of students on track or mastered or growth of 10 percentage points: \$250 <p>EPSO College and Career Ready: (Required Teacher LOE 3, 4 or 5 to apply)</p> <ul style="list-style-type: none"> 90% of student Industry R.C. Certification or College Credit: \$500 80% of student Industry R.C. Certification or College Credit: \$350 70% of student Industry R.C. Certification or College Credit: \$250 <p>Teacher Portfolio: (Required Teacher LOE 3, 4 or 5 to apply)</p> <p>Teacher must complete a portfolio or Kindergarten State Approved Benchmark Assessment with a score of:</p> <ul style="list-style-type: none"> Level 5: \$500 Level 4: \$400 <hr/> <p>All full time certified and noncertified</p> <p>District Accountability Status or School Accountability Status</p> <ul style="list-style-type: none"> Exemplary Status: \$250 Reward School: \$250
Eligibility Criteria	<p>Eligible Teachers: Tested teachers; Non-tested teachers; Portfolio teachers</p> <p>Eligibility Criteria: Level of overall effectiveness (LOE); Individual TVAAS or</p>

	portfolio growth score; School-level TVAAS; District-level TVAAS
Compensation Type and Size	\$250-\$500
Reach	12
Estimated Cost	\$8,000

Alternative Salary Schedule

Is the district implementing an alternative salary schedule? No

Education*

MA, MA+, EDS, and Doctorate degrees are recognized as advanced degrees on the salary schedule.

Other

The Director of Schools implements an individual incentive contract with each school principal based on their school needs.

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