

Fentress County Schools

2020-21 Differentiated Pay Plan

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

Hard to Staff (School, Subject, or Placement)	
Description	The Hard-to-Staff component includes secondary Math, Chemistry and Foreign Language. It will be based on LOE scores: 3 receives \$1000, 4 receives \$1500 and 5 receives \$2000. Priority Areas: 9-12 (Math, Science, Other)
Eligibility Criteria	Level of overall effectiveness (LOE) Current teachers and new hires are eligible.
Compensation Type and Size	Compensation Type: Bonus Bonus Type: Retention Compensation Amount: Math (4) x \$2000, Chemistry (1) x \$1000, Foreign Language (1) x \$2000
Reach	6
Estimated Cost	\$12,000
Instructional Roles or Responsibilities	
N/A	
Performance	
Description	Each teacher is eligible for a performance bonus based on LOE score. A score of 5 receives \$500, 4 receives \$400 and 3 receives \$300. A score of 1 or 2 does not receive a bonus.
Eligibility Criteria	Eligible Teachers: Tested teachers; Non-tested teachers Eligibility Criteria: Level of overall effectiveness (LOE) A score of 5 receives \$500, 4 receives \$400 and 3 receives \$300. A score of 1 or 2 does not receive a bonus.
Compensation Type and Size	LOE of 3 = \$300 LOE of 4 = \$400 LOE of 5 = \$500
Reach	175
Estimated Cost	\$75,600
Alternative Salary Schedule	
Is the district implementing an alternative salary schedule? Yes	
Type: Advanced degree payments determined using district specific criteria (i.e., district does not award increases for any and all advanced degrees)	
Criteria: Years of experience The current pay scale increases based upon years of experience and recognizes degrees of Bachelors, Masters, Masters+30, EDS and Doctorate. There is not necessarily a pay increase at every additional year of experience. The district does not recognize advanced degrees that are not directly related to the work of the educator. All advanced degrees must be aligned to the educator's current duties. Payment of aligned advanced degrees is based on the current salary schedule. Criteria information can be found in the downloaded Fentress County Salary Scale for 2020-2021.	
Reach: 75	
Estimated Cost: \$61,403	

Education*

Payment of aligned advanced degrees is based on the current salary schedule.

Other

N/A

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