

## Fentress County Schools

### 2021-22 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)	
<b>Description</b>	The Hard-to-Staff component includes secondary Math, Chemistry and Foreign Language. It will be based on Teacher Observation Scores: 3 receives \$1000, 4 receives \$1500, and 5 receives \$2000. <b>Priority Areas: 9-12</b> (Math, Science, Other: Foreign Language)
<b>Eligibility Criteria</b>	Level of overall effectiveness (LOE) Current teachers and new hires are eligible.
<b>Compensation Type and Size</b>	<b>Compensation Type:</b> Bonus <b>Bonus Type:</b> Signing/Recruitment; Retention <b>Compensation Amount:</b> Math(4) x \$2000, Chemistry(1) x \$1000, Foreign Language(1) x \$2000.
<b>Reach</b>	6
<b>Estimated Cost</b>	\$12,000
Instructional Roles or Responsibilities	
N/A	
Performance	
<b>Description</b>	Each teacher is eligible for a performance bonus based on Teacher Observation 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.
<b>Eligibility Criteria</b>	<b>Eligible Teachers:</b> Tested teachers; Non-tested teachers <b>Eligibility Criteria:</b> Other: Teacher Observation Score
<b>Compensation Type and Size</b>	Teacher Observation score of 3=\$300 Teacher Observation Score of 4=\$400 Teacher Observation Score of 5=\$500
<b>Reach</b>	176
<b>Estimated Cost</b>	\$75,000
Alternative Salary Schedule	
<b>Is the district implementing an alternative salary schedule?</b> Yes	
<b>Type:</b> Advanced degree payments determined using district specific criteria (i.e., district does not award increases for any and all advanced degrees)	
<b>Criteria:</b> 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.	
<b>Reach:</b> 179	
<b>Estimated Cost:</b> \$358,000	

#### Education\*

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.

**Other**

**N/A**

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