

## Claiborne County Schools

### 2021-22 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. An additional class period will be offered to educators teaching in hard-to-staff positions. In order for teachers to be considered, they must meet defined teacher performance and attendance requirements. The compensation will be prorated along with the educator's current salary schedule. In order for teachers to be considered, they must meet the fulfillment of duties and responsibilities assigned by the district and attendance requirements.</p> <p><b>Priority Areas: 9-12 (Math, Science, ESL/ELL, Special Education)</b></p>
<b>Eligibility Criteria</b>	<p>Certified in content/grade area; Attendance minimum (i.e., miss no more than 12 days)</p> <p>Current teachers and new hires are eligible.</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> A bonus of \$2,000 dollars will be paid upon entering into 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. Hard-to-Staff positions may be offered to teachers in the areas of math, reading/ELA, the foreign languages, government, or science.</p> <p>9-12 Spanish Teacher (1) x 2,000.00</p>
<b>Reach</b>	1
<b>Estimated Cost</b>	\$2,000
Instructional Roles or Responsibilities	
<b>Description</b>	<p>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.</p> <p>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</p>

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.

Principal/District Supervisor recommendation and teacher application; Attend approved mentoring training; District Monthly meetings (additional school meetings); Agree to mentor level 1 & 2 teachers as well as novice teachers; Additional educators will provide Professional Development for teachers during the year as needed from the district.

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

<b>Eligibility Criteria</b>	Level of overall effectiveness (LOE); Certified in content/grade area; Attendance minimum (i.e., miss no more than 12 days); Years of experience; 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>	20 roles with a maximum of up to \$3,000 per Teacher Leader role 20 Roles X \$3,000 = \$60,000 (Additional educational leaders 25.00 an hour)
<b>Reach</b>	100
<b>Estimated Cost</b>	\$106,915

#### 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.*