

Putnam County School System 2021-22 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 checked="" type="checkbox"/>

Hard to Staff (School, Subject, or Placement)	
Description	<p>As a district we accept the fact that certain classes are more difficult to staff. In recognition of this challenge, the Putnam County School System Model offers the following:</p> <ul style="list-style-type: none"> An annual stipend of \$1,500 for positions deemed hard-to-staff due to specialized skills and demands of the position such as TRACS (Training in Responsibility, Accountability and Coping Skills) behavioral special education classes grades K-12. The \$1,500 stipend will be divided by 12 and paid in equal increments in each monthly payroll during the 2021-2022 school year. <p>Priority Areas: K-4 (Special Education), 5-8 (Special Education), 9-12 (Special Education)</p>
Eligibility Criteria	<p>Certified in content/grade area Current teachers and new hires are eligible.</p>
Compensation Type and Size	<p>Compensation Type: Bonus Bonus Type: Signing/Recruitment Compensation Amount: TRACS - An annual stipend of \$1,500 for positions deemed hard-to-staff due to specialized skills and demands of the position such as TRACS (Training in Responsibility, Accountability and Coping Skills) behavioral special education classes grades K-12.</p>
Reach	7
Estimated Cost	\$10,500

Instructional Roles or Responsibilities	
Description	<p>Instructional Roles or Responsibilities: Description:</p> <ul style="list-style-type: none"> 1 - Math Instructional Coach - K-4 1 - Math Instructional Coach - 5-8 1 - Math Instructional Coach - 9-12 1 - ELA Instructional Coach - 5-8 1 - ELA Instructional Coach - 9-12 1 - PK Coordinator/Instructional Coach - PK 2 - Read To Be Ready Coaches - K-4 each are assigned to the elementary schools. 65-75 - Lead and School Mentors <p>Math Specialist (1 each Grades K-4, 5-8, & 9-12)</p> <ul style="list-style-type: none"> Qualifications: Valid Tennessee Teacher Certificate; Bachelor's Degree or Higher; At least 5-years experience as a teacher; Excellent organizational, communication, and interpersonal skills; Able to plan and work within time schedules; Experience in curriculum, planning, pacing, assessments, data, PLCs; Strong

knowledge of Math standards, processes, practices; Strong understanding of RTI2 process including Tier 2 and Tier 3 instruction

- Essential Duties & Responsibilities: Foster a Collaborative Culture of Support Educator Development and Student Learning utilizing group processes; Use collaborative culture to promote an environment of collegiality, trust, and respect that focuses on continuous improvement in instruction and student learning; Model effective skills in listening, presenting ideas, leading discussions, clarifying, mediating, and identifying needs of self and others in order to advance shared goals and professional learning; Employ facilitation skills to create trust among colleagues, develop collective wisdom, build ownership and action that supports student learning; Assist colleagues to access and use research to improve practice and student learning in order to select appropriate strategies to improve student learning; Facilitate and support teachers with the analysis of student and subgroup data, collection, interpretation of results with application of findings to improve teaching and learning; Collaborate with colleagues and school administrators to plan professional learning that is team-based, job-embedded, sustained over time, aligned with content standards, and linked to school/district improvement goals; Identify and use appropriate technologies to promote collaborative and differentiated learning; Collaborate and assist other departments to assist community, school, and district strategic goals and processes.

ELA District Specialist (1 each Grades 5-8, & 9-12)

- Qualifications: Valid Tennessee Teacher Certificate; Bachelor's Degree or Higher; At least 5-years experience as a teacher; Excellent organizational, communication, and interpersonal skills; Able to plan and work within time schedules; Experience in curriculum, planning, pacing, assessments, data, PLCs; Strong knowledge of Math standards, processes, practices; Strong understanding of RTI2 process including Tier 2 and Tier 3 instruction
 - Essential Duties & Responsibilities: Foster a Collaborative Culture of Support Educator Development and Student Learning utilizing group processes; Use collaborative culture to promote an environment of collegiality, trust, and respect that focuses on continuous improvement in instruction and student learning; Model effective skills in listening, presenting ideas, leading discussions, clarifying, mediating, and identifying needs of self and others in order to advance shared goals and professional learning; Employ facilitation skills to create trust among colleagues, develop collective wisdom, build ownership and action that supports student learning; Assist colleagues to access and use research to improve practice and student learning in order to select
-

appropriate strategies to improve student learning; Facilitate and supports teachers with the analysis of student and subgroup data, collection, interpretation of results with application of findings to improve teaching and learning; Collaborate with colleagues and school administrators to plan professional learning that is team-based, job-embedded, sustained over time, aligned with content standards, and linked to school/district improvement goals; Identify and use appropriate technologies to promote collaborative and differentiated learning; Collaborate and assist other departments to assist community, school, and district strategic goals and processes.

PK Coordinator/Instructional Coach

- The PK Coordinator/Instructional Coach is a self-motivated relationship builder with deep knowledge and experience in early reading instruction and some experience in instructional coaching.
- Qualifications: Bachelor's degree or higher in relevant field or Reading Specialist certificate (preferred but not required); Deep knowledge of literacy development and instruction; Deep understanding of the Tennessee Academic Standards and the instructional shifts for English Language Arts; Experiences a reading specialist or reading teacher, with a record of student achievement; Experience working with adults and an understanding of how adults learn; Ability to work collaboratively with various stakeholders, including school and district leaders; Strategic thinker who uses evidence to make decisions; Strong planning and organizational skills; Strong oral and written communication skills; active listener; Enthusiastic about giving and receiving feedback and helping others; to learn and grow

Read to be Ready Specialist (Grades K-4)

- The Read to be Ready Specialist is a self-motivated relationship builder with deep knowledge and experience in early reading instruction and some experience in instructional coaching.
 - Qualifications: Bachelor's degree or higher in relevant field or Reading Specialist certificate (preferred but not required); Deep knowledge of literacy development and instruction; Deep understanding of the Tennessee Academic Standards and the instructional shifts for English Language Arts; Experience as a reading specialist or reading teacher, with a record of student achievement; Experience working with adults and an understanding of how adults learn; Ability to work collaboratively with various stakeholders, including school and district leaders; Strategic thinker who uses evidence to make decisions; Strong planning and organizational skills; Strong oral and written communication skills; active listener; Enthusiastic about giving and receiving feedback and helping others to learn and grow
-

Lead Mentor Teacher

- Oversees and organizes activities between mentors and mentees; resolves any issues arising with support of mentee teacher; invites and encourages the participation of all related teachers; works well with team members and maintains productive relationships; and performs all duties of an active mentor with an assigned mentee as defined by the number of new teachers to the building.
- Qualifications: Bachelor's degree or higher in relevant field; A minimum of three years teaching experience; Principal recommendation; Deep understanding of the Tennessee Academic Standards and the instructional shifts; Assist Principals in establishing Mentor /Mentee partnerships; Leads monthly Mentor/Mentee meetings (Materials: Mentoring in the 21st Century); Submission of all required paperwork by due dates.

Mentor Teacher

- Mentor teacher goals entail (a) helping novice teachers gain competencies, confidence, realistic values, experience, etc. and grow into a fully-functioning, autonomous, and competent professional, (b) encouraging self-reliance and self-reflection, (c) supporting a commitment to the professional, and (d) promoting the realization of a dream.
- Qualifications: Bachelor's degree or higher in relevant field; Deep understanding of the Tennessee Academic Standards and the instructional shifts; A minimum of 20 contact hours with protege/mentee; Attendance at Mentor training or institute; Completion of two formative surveys and one summative survey by due dates; Submission of all required paperwork by due dates; Participation as directed by the building level principal in meetings and activities involving their mentee

Enrichment Specialist

- Determined by School Administration annually
- Qualifications: Bachelor's degree or higher in relevant field; Deep understanding of the Tennessee Academic Standards and the instructional shifts; Experience working with adults and an understanding of how adults learn; Ability to work collaboratively with various stakeholders, including school and district leaders; Strategic thinker who uses evidence to make decisions; Strong planning and organizational skills; Strong oral and written communication skills; active listener; Enthusiastic about giving and receiving feedback and helping others to learn and grow

Number of Unique Roles: 5 or more

Eligibility Criteria	Level of overall effectiveness (LOE); Individual TVAAS; Certified in content/grade area; Years of experience; Advanced degrees
Compensation Type and	Instructional Coaches - \$87,750

Size	Lead and Site Mentors (est. 80 mentors) - \$500 Enrichment Specialist - 5 day additional contract plus \$1,000 Stipend
Reach	110
Estimated Cost	\$850,000

Performance

Description	Description: (This represents certified teachers and Specialist) Base Pay Increases based on TEAM Level of Effectiveness (LOE) Scores: TEAM Levels 1 - 5: <ul style="list-style-type: none"> Level 5 (Significantly Above Expectations) = \$750 Level 4 (Above Expectations) = \$625 Level 3 (At Expectations) = \$500 Level 2 (Below Expectations - 10 hours of personalized professional learning) = \$250 Level 1 (Below Expectations) = \$0
--------------------	--

Eligibility Criteria	Eligible Teachers: Tested teachers; Non-tested teachers; Portfolio teachers Eligibility Criteria: Level of overall effectiveness (LOE)
-----------------------------	---

Compensation Type and Size	<ul style="list-style-type: none"> Level 5 (Significantly Above Expectations) = \$750 Level 4 (Above Expectations) = \$625 Level 3 (At Expectations) = \$500 Level 2 (Below Expectations - 10 hours of personalized professional learning) = \$250 Level 1 (Below Expectations) = \$0
-----------------------------------	--

Reach	850
Estimated Cost	\$644,750

Alternative Salary Schedule

Is the district implementing an alternative salary schedule? Yes

Type: Annual base pay increases determined using evaluation criteria; Advanced degree payments determined using district specific criteria (i.e., district does not award increases for any and all advanced degrees)

Criteria: Level of overall effectiveness (LOE)

Advanced Degrees

Beginning with the 2016-17 school year, new hires will be compensated for up to two advanced degrees (Max = \$5,000).

- Masters Content/Non-Content Related \$2,600
- Doctorate Content/Non-Content Related \$2,600
- National Board Certification Content Related \$2,600

Performance

Description: (This represents certified teachers and Specialist)
Base Pay Increases based on TEAM Level of Effectiveness (LOE) Scores:
TEAM Levels 1 - 5:

- Level 5 (Significantly Above Expectations) = \$750
- Level 4 (Above Expectations) = \$625
- Level 3 (At Expectations) = \$500
- Level 2 (Below Expectations - 10 hours of personalized professional • learning) = \$250
- Level 1 (Below Expectations) = \$0

Reach: 850

Estimated Cost: \$644,750

Education*

Advanced Degrees - Beginning with the 2016-17 school year, new hires will be compensated for up to two advanced degrees (Max = \$5,000).

- Masters Content/Non-Content Related \$2,600
- Doctorate Content/Non-Content Related \$2,600
- National Board Certification Content Related \$2,600

Other

National Board Certification is calculated as an advanced degree (\$2,600).

A one-time payment of \$2,500 for positions deemed hard-to-staff according to the annual job market analysis each school year. The \$2,500 stipend will be paid in the first payroll following employment. (This is usually an area identified as course specific at the secondary level such as math or science.) Note - No area has been identified for the signing bonus for the 2021-2022 school year to date.

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