

## Robertson County 2022-23 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>The district will offer a yearly bonus for teachers in the hard-to-staff schools of Springfield High, Springfield Middle, and Robertson County Phoenix Academy. These schools have significant populations of historically disadvantaged students and low teacher retention rates. To be eligible to receive this bonus, newly hired teachers must be fully endorsed and assigned to teach in the high needs subject areas of math, chemistry, physics, speech/language (other), and special education. Half of the bonus will be paid in the teacher's first check, and the final half will be paid in the teacher's May check.</p> <p>Hard-to-Staff Subject Areas Grades 7-12: New hires at Greenbrier High, Greenbrier Middle, Coopertown Middle, East Robertson High, Jo Byrns High, Robertson County Phoenix Academy, and White House Heritage who teach the hard-to-fill subject areas of math, chemistry, physics, speech/language (other), special education, and ELL will receive a one-time signing bonus of \$1000. Half of the bonus will be paid in the teacher's first check, and the final half will be in the teacher's May check.</p> <p>Hard-to-Fill Subject Areas Grades K-5: New hires at Cheatham Park Elementary, Coopertown Elementary, Crestview Elementary, East Robertson Elementary, Greenbrier Elementary, Jo Byrns Elementary, Robert F. Woodall Elementary, Watauga Elementary, Westside Elementary, and White House Heritage Elementary who teach hard-to-fill subject areas of speech/language (other), special education, and ELL will receive a one-time \$1000 signing bonus. Half of the bonus will be paid in the teacher's first check, and the final half will be in the teacher's May check.</p> <p><b>Priority Areas: Pre-K (Special Education)K-4 (ESL/ELL, Special Education), 5-8 (Math, ESL/ELL, Special Education), 9-12 (Math,Science, ESL/ELL, Special Education, World Language (Spanish))</b></p>
<b>Eligibility Criteria</b>	<p>Certified in content/grade area</p> <p>Current teachers</p> <p>New hires</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> \$2,000</p>
<b>Reach</b>	206
<b>Estimated Cost</b>	\$412,000

Instructional Roles or Responsibilities	
<b>Description</b>	<p><b>Academic Coaches:</b> Responsibilities include observing teachers and providing feedback, developing professional development based on teacher need and student data, and assisting teachers in aligning their curriculum and utilizing student data.</p> <p><b>Literacy Leaders (PreK-8 Literacy):</b> These teachers are classroom teachers that have been hired by the district to train in the summer and redeliver content during built-in professional development days during the school year to all other literacy teachers in the district. This program provides ongoing, site-based, professional development to teachers. Literacy Leaders' responsibilities include a model classroom component.</p> <p><b>Teacher Leaders (K-12 Math, 6-12 Science, Social Studies, 9-12 ELA, Related Arts, and CTE):</b> These teachers are classroom teachers that have been hired by the district to train in the summer and redeliver content during built-in professional development days during the school year to all other content-specific teachers in the district. This program provides ongoing, site-based, professional development to teachers.</p>
<b>Eligibility Criteria</b>	<p>Level of overall effectiveness (LOE)</p> <p>Individual TVAAS</p> <p>Certified in content/grade area</p> <p>Years of experience</p> <p>Literacy Leaders and Academic Coaches also have complete an application and interview process. All three unique instructional roles include principal recommendations.</p>
<b>Compensation Type and Size</b>	<p>Academic Coaches receive a \$3,000 annual stipend.</p> <p>Literacy Leaders and Teacher Leaders receive an annual stipend based on the number hours spent in training and redelivery of content. The stipends range from \$1,320- \$3,000 annually.</p>
<b>Reach</b>	135
<b>Estimated Cost</b>	\$307,720
Performance	
N/A	
Alternative Salary Schedule	
<i>Is the district implementing an alternative salary schedule?</i> No	
Education*	
The following advanced degrees receive additional compensation: MA, Ed.S., and Ed.D.	
Other	