

Rhea County 2023-24 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	Hard to Staff areas would be areas in which we do not have qualified applicants. Priority Areas: K-4 (Special Education)
Eligibility Criteria	Certified in content/grade area Rhea County is looking for teachers that meet the endorsement criteria for areas that do not have applicants. Current teachers New hires
Compensation Type and Size	Compensation Type: Bonus Bonus Type: Signing/Recruitment Compensation Amount: \$5,000 per teacher
Reach	1
Estimated Cost	\$5,000

Instructional Roles or Responsibilities

N/A

Performance	
Description	Teachers will move steps every year based on their own observation score: <ul style="list-style-type: none"> Teachers who score 1 or 2 will not move on the scale. Teachers who score a 3 will move 1 step. Teachers who score a 4 will move 2 steps. Teachers who score a 5 will move 3 steps. Teachers who have their own TVAAS score may choose to use that score instead of evaluation score. EACH STEP INCREASE IS WORTH \$400.00 IN PERFORMANCE PAY
Eligibility Criteria	Eligible Teachers: Tested teachers Non-tested teachers Portfolio teachers School administrators Eligibility Criteria: Individual TVAAS or portfolio growth score Other: Observation Score
Compensation Type and Size	EACH STEP INCREASE IS WORTH \$400.00 IN PERFORMANCE PAY.
Reach	334
Estimated Cost	\$263,200

Alternative Salary Schedule

Is the district implementing an alternative salary schedule? Yes

Type: Annual base pay increases determined using evaluation criteria

Criteria: Observation score, Individual TVAAS, portfolio growth score or alternative growth score - universal reading screener

Criteria: Observation score

Individual TVAAS or portfolio growth score

There are 3 separate ranges for advanced degree placements in the Rhea County Salary Plan (Bachelor's Degree, Master's Degree, Advanced Degree). There is a base step increase of \$4,000.00 for each degree.

Teachers will move steps every year based on their own average observation score:

- Teachers who score 1 or 2 will not move on the scale.
- Teachers who score a 3 will move 1 step.
- Teachers who score a 4 will move 2 steps.
- Teachers who score a 5 will move 3 steps.

Teachers who have their own TVAAS score may choose to use that score instead of evaluation score.

EACH STEP INCREASE IS WORTH \$400.00 IN PERFORMANCE PAY.

Teachers will move steps every year based on their own observation score:

- Teachers who score 1 or 2 will not move on the scale.
- Teachers who score a 3 will move 1 step.
- Teachers who score a 4 will move 2 steps.
- Teachers who score a 5 will move 3 steps.

Teachers who have their own TVAAS score may choose to use that score instead of evaluation score.

EACH STEP INCREASE IS WORTH \$400.00 IN PERFORMANCE PAY.

Reach: 334

Estimated Cost: \$235,200

Education*

There are 3 separate ranges for advanced degree placements in the Rhea County Salary Plan (Bachelor's Degree, Master's Degree, Advanced Degree). There is a base step increase of \$3,000.00 when the employee obtains a Master's Degree. The base step increase when an Advanced Degree is obtained is a \$4,000.00 increase.

Other