

Sevier County Schools

2018-19 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)	
Description	<p>"Critical Shortage" shall be defined by consensus agreement between Director of Schools and President of the Sevier County Educators Association. This criterion will be used for hard to staff.</p> <p>The Director and Principals determine the student need and the system capacity to meet that need with staff willing and qualified to assume the additional roles.</p> <p>Zero Period Classes, ACT, Advanced Placement Classes, Math, Sciences, Band, and Foreign Language</p> <p>Priority Areas: 5-8 (Other), 9-12 (Other)</p>
Eligibility Criteria	<p>Certified in content/grade area</p> <p>Current teachers & New hires</p>
Compensation Type and Size	<p>Compensation Type: Base Pay Increase</p> <p>Compensation Amount:</p> <p>Credit recovery:</p> <p>1 x \$ 500</p> <p>1 x \$1,000</p> <p>4 x \$2,000</p> <p>Zero Period and Extra Class Period:</p> <p>Band 1 X \$3,000</p> <p>Foreign Language 2.5 x \$3,000</p> <p>ACT 5.5 x \$3,000</p> <p>Math 8 x \$3,000</p> <p>CTE 8 x \$3,000</p> <p>English .5 x \$3,000</p> <p>Science 3 x \$3,000</p> <p>Fine Arts 1 x \$3,000</p> <p>SpEd (CSA) 1.6 x \$3,000</p> <p>ESL 2 x \$3,000</p>
Reach	40
Estimated Cost	\$108,800
Instructional Roles or Responsibilities	
Description	<p>Model classroom teachers, data coaches, lead teachers.</p> <p>Must be able to lead and guide other professional staff in exemplary classrooms practices, dissemination of data related to testing and achievement and mentor one on one educators as necessary to increase the effectiveness of educators with professional growth plans.</p> <p>Number of Unique Roles: 3</p>
Eligibility Criteria	<p>Level of Overall Effectiveness (LOE), Certified in content/grade area, Years of experience, Advanced degrees</p>

Each role is evaluated by the curriculum and instructional supervisors for suitability of the educator for the task.	
Compensation Type and Size	Model Classroom 22 x \$500
	Lead Teacher (school level) 5 x 2,000
	1 x 5,000
	Lead Teacher (district level): 3 x \$4,000
Reach	36
Estimated Cost	\$55,000
Performance	
N/A	
Alternative Salary Schedule	
<i>Is the district implementing an alternative salary schedule?</i> No	
Education*	
Sevier County has a pay plan that continues to pay on teaching experience of the employee and education degrees recognized on the educator overview for licensure of the State Department of Education. At this time, the school has no plans to change current schedules. Advanced degrees include: Master's, Master's+30, EDS, and EDD.	
Other	
N/A	

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