

Cheatham 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	Riverside Academy which is a hybrid K-12 School employees receive a differentiated pay component for the school year. Priority Areas: K-4, 5-8, 9-12
Eligibility Criteria	Employees selected for Riverside Academy are based upon the following criteria: years of experience, level of effectiveness, Principal recommendation, and their ability to work with students both academically and social/emotional components. Current teachers & New hires
Compensation Type and Size	Compensation Type: Bonus Bonus Type: Retention Compensation Amount: Each employee is compensated an additional \$4,000.00 for being employed at Riverside Academy.
Reach	10
Estimated Cost	\$40,000
Instructional Roles or Responsibilities	
Description	District implementation of instructional coaching for each school as well as special education instructional coach. Number of Unique Roles: 5 or more
Eligibility Criteria	Content expertise, instructional knowledge, level of effectiveness, principal recommendation, and panel approval.
Compensation Type and Size	\$2,500
Reach	13
Estimated Cost	\$32,500
Performance	
N/A	
Alternative Salary Schedule	
<i>Is the district implementing an alternative salary schedule?</i> No	
Education*	
Salary Matrix supports advanced degrees. Degrees include BS, MA, MA +30, EdS, and Dr.	
Other	
N/A	

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