

Rhea County Schools

2018-19 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	Spanish (Foreign Language) & 9-12 Mathematics Priority Areas: K-4, 5-8, 9-12 (Math, Other)
Eligibility Criteria	Level of Overall Effectiveness (LOE), Individual TVAAS, Certified in content/grade area, Attendance minimum (i.e. miss no more than 12 days) Current teachers & New hires
Compensation Type and Size	Compensation Type: Bonus Bonus Type: Signing/Recruitment Compensation Amount: Bonus Pay Increase: Bonus amounts may reach up to \$5,000.00 annually
Reach	3
Estimated Cost	\$15,000
Instructional Roles or Responsibilities	
N/A	
Performance	
Description	The district incorporates a salary scale that uses evaluation criteria to determine base pay changes. A full description of the salary schedule is attached in Addendum A. The performance criteria for salary advancement is included in Addendum B.
Eligibility Criteria	Eligible Teachers: Tested teachers, Non-tested teachers, Portfolio teachers Eligibility Criteria: Teacher Observation Score or Individual TVAAS Base pay Increase: Compensation will be provided as a step increase based upon the individual teacher evaluation score OR individual TVAAS score if the score is higher than observation score.
Compensation Type and Size	RHEA COUNTY PERFORMANCE CRITERIA 2018-19 <ol style="list-style-type: none"> 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 WAS WORTH \$400.00 IN PERFORMANCE PAY
Reach	318
Estimated Cost	\$252,900
Alternative Salary Schedule	
Is the district implementing an alternative salary schedule? Yes	
Annual base pay increases determined using evaluation criteria	

Education*

The district recognizes 3 Degree designations: Bachelor's Degree, Master's Degree, and Advanced Degree.

Other

The district pays \$4,000 increase for national board certification.

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