

Fentress 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	The Hard to Staff component includes Secondary Math, Chemistry, and Foreign Language. It will be based on LOE scores: 3 receives \$1,000. 4 receives \$1,500, and 5 receives \$2,000. Priority Areas: 9-12 (Math, Science, Other)
Eligibility Criteria	Level of Overall Effectiveness (LOE) Current teachers & New hires
Compensation Type and Size	Compensation Type: Bonus Bonus Type: Signing/Recruitment; Retention Compensation Amount: It will be based on LOE scores: 3 receives \$1,000. 4 receives \$1,500, and 5 receives \$2,000.
Reach	4
Estimated Cost	\$8,000
Instructional Roles or Responsibilities	
N/A	
Performance	
Description	Each tested teacher is eligible for a performance bonus based on LOE score. A score of 5 receives \$500, 4 receives \$400, and 3 receives \$300. A score of 1 or 2 does not receive a bonus.
Eligibility Criteria	Eligible Teachers: Tested teachers Eligibility Criteria: Level of Overall Effectiveness (LOE)
Compensation Type and Size	A score of 5 receives \$500, 4 receives \$400, and 3 receives \$300. A score of 1 or 2 does not receive a bonus.
Reach	175
Estimated Cost	\$73,300
Alternative Salary Schedule	
Is the district implementing an alternative salary schedule? Yes	
Advanced degree payments determined using district specific criteria (i.e., district does not award increases for any and all advanced degrees)	
Education*	
The current pay scale increases based upon years of experience and recognizes degrees of Bachelors, Masters, Masters+30, EDS, and Doctorate. There is not necessarily a pay increase at every additional year of experience. The district no longer recognizes advanced degrees that are not directly related to the work of the educator (a teacher in a first-grade classroom would not be paid for an administration degree). All advanced degrees must be aligned to the educator's current duties. Payment of aligned advanced degrees is based on the current salary schedule.	
Other	
N/A	

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