

Hollow Rock-Bruceton Special School District

2018-19 Differentiated Pay Plan

Hard-to-Staff	<input type="checkbox"/>
Instructional Roles	<input checked="" type="checkbox"/>
Performance	<input checked="" type="checkbox"/>
Alternative Salary Schedule	<input type="checkbox"/>

Hard to Staff (School, Subject, or Placement)	
N/A	
Instructional Roles or Responsibilities	
Description	Lead Trainers: Leaders will be trained in areas of the district's needs. Present information. Support professional development of teachers. Number of Unique Roles: 1
Eligibility Criteria	Level of Overall Effectiveness (LOE) (Required 4 or 5 Level of Teacher Effectiveness to apply)
Compensation Type and Size	\$20/Hour
Reach	6
Estimated Cost	\$3,000
Performance	
Description	<p>State test results on TN ready assessments a teacher has</p> <ul style="list-style-type: none"> 60% of students on track or mastered or 20% growth \$500 50% of students on track or mastered or 15% growth \$350 40% of students on track or mastered or 10% growth \$250 <p>CTE</p> <ul style="list-style-type: none"> 80% of student Industry Recognized Credential Certification \$500 70% of student Industry Recognized Credential Certification \$350 60% of student Industry Recognized Credential Certification \$250 <p>Teacher must complete a portfolio with a score of a Level 5 \$500 Teacher must complete a portfolio with a score of a Level 4 \$350</p> <p>All full time certified and non-certified personal</p> <ul style="list-style-type: none"> District Exemplary Status \$250 Reward School Status \$250
Eligibility Criteria	<p>Eligible Teachers: Tested teachers, Non-tested teachers, Portfolio teachers</p> <p>Eligibility Criteria: Level of Overall Effectiveness (LOE), Individual TVAAS or Portfolio Growth Score, School level TVAAS, District Level TVAAS</p> <p>Other: CTE Industry Recognized Credential Certification (Required Teacher Effectiveness Level 3, 4 or 5 to receive)</p>
Compensation Type and Size	<p>State test results on TN ready assessments a teacher has</p> <ul style="list-style-type: none"> 60% of students on track or mastered or 20% growth \$500 50% of students on track or mastered or 15% growth \$350 40% of students on track or mastered or 10% growth \$250 <p>CTE</p> <ul style="list-style-type: none"> 80% of student Industry Recognized Credential Certification \$500 70% of student Industry Recognized Credential Certification \$350 60% of student Industry Recognized Credential Certification \$250

Teacher must complete a portfolio with a score of a Level 5 \$500
 Teacher must complete a portfolio with a score of a Level 4 \$350

All full time certified and non-certified personal

- District Exemplary Status \$250
- Reward School Status \$250

Reach	12
Estimated Cost	\$7,000

Alternative Salary Schedule

Is the district implementing an alternative salary schedule? No

Education*

Will be based on 2018-19 District Salary Schedule. Degrees considered include BS, MA, MA+, EDS, and DR.

Other

N/A

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