

Cheatham County Schools

2019-20 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 is a K-12 Hybrid School. Teachers will teach the core subjects of ELA, Math, and the Social Sciences to students that need the extra attention not given in the regular school setting. Priority Areas: K-4 (Other), 5-8 (Other), 9-12 (Other)
Eligibility Criteria	Certified in content/grade area; Years of experience Any certified, subject-specific educator may apply. The award will be based on the number of teachers needed to adequately meet the needs of the students. Current teachers and new hires are eligible.
Compensation Type and Size	Compensation Type: Base Pay Increase Compensation Amount: Supplement of \$4,000.00 per year.
Reach	9
Estimated Cost	\$36,000
Instructional Roles or Responsibilities	
Description	The district will further its implementation of Mentor Teachers through the creation of a Mentor leadership role. Highly effective teachers (scores of 4 or 5) will receive a stipend to mentor level 1 & 2 existing teachers. Number of Unique Roles: 1
Eligibility Criteria	Level of overall effectiveness (LOE); Individual TVAAS; Advanced degrees Any teacher who receives a 4 or 5 on their evaluation would be eligible to apply for the position. District and school leaders will then screen for additional qualities such as leadership and mentoring skills. There will be an approximate total of 24 Mentor leaders in the district: 6 at the high schools, 6 at the middle schools, and 12 at the elementary schools.
Compensation Type and Size	\$25 per hour
Reach	24
Estimated Cost	\$30,000
Performance	
N/A	
Alternative Salary Schedule	
<i>Is the district implementing an alternative salary schedule?</i> No	
Education*	
Salary Matrix increases for MA, EdS, and Dr degrees.	
Other	
N/A	

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