

## Sevier 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)	
<b>Description</b>	<p>"Critical Shortage" shall be defined by consensus agreement between the Director of Schools and President of the Sevier County Education Association. This criterion will be used for hard to staff. The Director and Principals determine the student need and the system capacity to meet that need with staff willing and qualified to assume the additional roles. Zero Period Classes, ACT, Advanced Placement Classes, Math, Sciences, and Foreign Language</p> <p><b>Priority Areas: 5-8 (Other), 9-12 (Other)</b></p>
<b>Eligibility Criteria</b>	<p>Certified in content/grade area</p> <p>Current teachers and new hires are eligible.</p>
<b>Compensation Type and Size</b>	<p><b>Compensation Type:</b> Base Pay Increase</p> <p><b>Compensation Amount:</b></p> <ul style="list-style-type: none"> <li>• Credit Recovery (1) x \$550</li> <li>• Credit Recovery (3) x \$1,000</li> <li>• Credit Recovery (1) x \$1,100</li> <li>• Credit Recovery (1) x \$1,200</li> <li>• Credit Recovery (3) x \$2,000</li> </ul> <p>Zero Period and Extra Class Period:</p> <ul style="list-style-type: none"> <li>• ACT (8.333) x \$3,000</li> <li>• Math (4) x \$3,000</li> <li>• CTE (8) x \$3,000</li> <li>• CTE (1) x \$3,844</li> <li>• CTE (1) x \$8,188</li> <li>• English (1) x \$3,000</li> <li>• Science (2) x \$3,000</li> <li>• SPED-CSA (1.2) x \$3,000</li> <li>• ESL (2) x \$3,000</li> <li>• Service Learning (2) x \$3,000</li> </ul>
<b>Reach</b>	40
<b>Estimated Cost</b>	\$109,481
Instructional Roles or Responsibilities	
<b>Description</b>	<p>Model classroom teachers, data coaches, lead teachers</p> <p>Must be able to lead and guide other professional staff in exemplary classrooms practices, dissemination of data related to testing and achievement and mentor one on one educators as necessary to increase the effectiveness of educators with professional growth plans.</p> <p><b>Number of Unique Roles: 3</b></p>
<b>Eligibility Criteria</b>	<p>Level of overall effectiveness (LOE); Certified in content/grade area; Years of experience; Advanced degrees</p> <p>Each role is evaluated by the curriculum and instructional supervisors for</p>

	suitability of the educator for the task.
<b>Compensation Type and Size</b>	Model Classroom (16) x \$500 Model Classroom (20) x \$1,000 Lead Teacher - School Level (6) x \$2,000 Lead Teacher - District Level (5) x \$4,000 Lead Teacher - District Level (1) x \$5,000 Data Coach (1.5) x \$5,000
<b>Reach</b>	50
<b>Estimated Cost</b>	\$72,500

#### Performance

N/A

#### Alternative Salary Schedule

*Is the district implementing an alternative salary schedule?* No

#### Education\*

Sevier County has a pay plan that continues to pay on teaching experience of the employee and education degrees recognized on the educator overview for licensure of the State Department of Education. At this time, the school has no plans to change current schedules. Advanced degrees include: Master's, Master's+30, EDS, and EDD.

#### Other

N/A

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