

## Trousdale County Schools

### 2020-21 Differentiated Pay Plan

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

Hard to Staff (School, Subject, or Placement)	
<b>Description</b>	<p>The district will offer annual retention bonuses to educators in the following hard to staff subject areas: Special Education (Moderate Needs), Special Education (Cognitive Needs), High School Math, High School Chemistry/Physics, High School Foreign Language, and High School Language Arts.</p> <p><b>Priority Areas: K-4</b> (School Psychology, Special Education), <b>5-8</b> (School Psychology, Special Education), <b>9-12</b> (Math, Science, Reading/ELA, School Psychology, Special Education)</p>
<b>Eligibility Criteria</b>	<p>Certified in content/grade area; Attendance minimum (i.e., miss no more than 12 days)</p> <p>Current teachers and new hires are eligible.</p>
<b>Compensation Type and Size</b>	<p><b>Compensation Type:</b> Bonus <b>Bonus Type:</b> Retention</p> <p><b>Compensation Amount:</b></p> <p>Special Education (Moderate Needs): \$3,000</p> <p>Special Education (Cognitive Needs): \$4,000</p> <p>High School Math: \$4,000</p> <p>High School Chemistry/Physics: \$4,000</p> <p>High School Foreign Language: \$3,000</p> <p>High School Language Arts: \$3,000</p>
<b>Reach</b>	24
<b>Estimated Cost</b>	\$82,000

Instructional Roles or Responsibilities	
<b>Description</b>	<ol style="list-style-type: none"> <li>Teacher Leaders for the following grades and/or content areas: <ol style="list-style-type: none"> <li>Elementary School Grade Level Chairpersons for ELA &amp; Math</li> <li>Middle School Math Department Chairperson</li> <li>Middle School ELA Department Chairperson</li> <li>Middle School Science Department Chairperson</li> <li>Middle School Social Studies Department Chairperson</li> <li>High School Math Department Chairperson</li> <li>High School ELA Department Chairperson</li> <li>High School Science Department Chairperson</li> <li>High School Social Studies Department Chairperson</li> <li>High School Ready Graduate Chairperson</li> </ol> <p>Teacher leaders coordinate curriculum and pascings guides, formative assessments, and lead content professional developments.</p> </li> <li>Teachers as Stage 3 Instructional Coaches</li> </ol>

Level 4 and 5 teachers serve as instructional coaches (mentors) for first-year or low-performing (Level 1 and 2) teachers.

**Number of Unique Roles: 2**

<b>Eligibility Criteria</b>	Level of overall effectiveness (LOE); Individual TVAAS; Years of experience Stage 3 instructional coaches are teachers that have achieved a Level 4 or 5 TVAAS and an overall LOE of 4 or greater in the prior year.
<b>Compensation Type and Size</b>	Teacher leaders receive a \$2,000 supplement. Instructional coaches receive a \$750 supplement and an additional bonus (\$250 - \$1,000) for each teacher that achieves Level 3, Level 4, or Level 5.
<b>Reach</b>	25
<b>Estimated Cost</b>	\$50,000

**Performance**

<b>Description</b>	Performance bonuses are objectively determined by individual K-2 portfolio and single-year TVAAS results.		
	<b>Grade</b>	<b>Measure(s)</b>	<b>Criteria</b>
	Kindergarten	State Portfolio	Level 4 or 5
	1 <sup>st</sup> Grade	State Portfolio	Level 4 or 5
	2 <sup>nd</sup> Grade	State Portfolio	Level 4 or 5
	3 <sup>rd</sup> Grade	TVAAS Reading, TVAAS Math	Level 4 or 5
	4 <sup>th</sup> /5 <sup>th</sup> Grade	TVAAS Subject Area	Level 4 or 5
	Middle School	TVAAS Subject Area	Level 4 or 5
	High School	TVAAS Subject Area	Level 4 or 5

<b>Eligibility Criteria</b>	<b>Eligible Teachers:</b> Tested teachers; Non-tested teachers; Portfolio teachers; School administrators <b>Eligibility Criteria:</b> Individual TVAAS or portfolio growth score
<b>Compensation Type and Size</b>	Level 5 = \$3,000 Level 4 = \$2,000
<b>Reach</b>	30
<b>Estimated Cost</b>	\$70,000

**Alternative Salary Schedule**

**Is the district implementing an alternative salary schedule?** Yes

**Type:** Annual base pay increases determined using evaluation criteria

**Criteria:** Level of overall effectiveness (LOE)

Salary Schedule contains two steps: 1) Years of Experience 2) an Advanced degree

<i>Bachelors Degree</i>	<i>State Baseline</i>	<i>Local Supplement</i>	<i>Total Salary</i>
0 years	\$36,000	\$3,072	\$39,072
1-5 years	\$36,645	\$3,072	\$39,717
6-10 years	\$39,370	\$3,072	\$42,442
11+ years	\$42,900	\$3,072	\$45,972
<i>Advanced Degree</i>	<i>State Baseline</i>	<i>Local Supplement</i>	<i>Total Salary</i>
0-5 years	\$39,605	\$3,072	\$42,677
6-10 years	\$43,365	\$3,072	\$46,437
11+ years	\$47,380	\$3,072	\$50,452

Annual increases to baseline pay are proportional to the teacher's overall (LOE) score.

<i>LOE</i>	<i>Increase</i>
<2.99	0%
3.0 – 3.49	1.00%
3.5 – 3.99	1.45%
4.0 – 4.49	1.70%
4.5 – 4.74	1.95%
>4.75	2.20%

**Reach:** 90

**Estimated Cost:** \$60,000

#### **Education\***

Trousdale County Schools' compensates educators for Bachelors and Masters degrees.

#### **Other**

**N/A**

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

# Trousdale County Schools

## Strategic Compensation Plan

2020-21 School Year

last edited 12/17/2020



**Proud to be an**

**Exemplary District**

2018-2019



**A. ENTRY LEVEL Baseline pay**

	State Baseline	Local Supplement	Total Salary
<b>BACHELOR</b>			
0 years	\$36,000	\$3,072	<b>\$39,072</b>
1-5 years	\$36,645	\$3,072	<b>\$39,717</b>
6-10 years	\$39,370	\$3,072	<b>\$42,442</b>
11+ years	\$42,900	\$3,072	<b>\$45,972</b>

**Advanced Degree**

0-5 years	\$39,605	\$3,072	<b>\$42,677</b>
6-10 years	\$43,365	\$3,072	<b>\$46,437</b>
11+ years	\$47,380	\$3,072	<b>\$50,452</b>

Baseline salary is established at the time of initial employment.

Baseline salary for current teachers was established in the 2011-12 SY.

**B. ANNUAL BASE PAY**

Determined annually by each teacher's Summative Teacher Evaluation Score in decimal form.

< 2.99	0%
3.0 - 3.49	1.00%
3.5 - 3.99	1.45%
4.0 - 4.49	1.70%
4.5 - 4.74	1.95%
4.75 >	2.20%

\*Teachers employed as of SY 2011-12 with more than 19 years experience are not eligible for annual base pay increase but shall be eligible for all bonuses and awards.

\*\*NO annual base pay increases are extended to teachers beyond 30 years experience.

**C. SCHOOL-WIDE BONUS:**

Each teacher may receive a school-wide bonus not to exceed \$3,000

Teacher bonuses shall be determined by the % of benchmarks achieved by the school during the academic year from the School-wide Benchmarks Rubric.

**Elementary \$3,000**

Benchmarks	Award
9	\$3,000
8	\$2,667
7	\$2,333
6	\$2,000
5	\$1,667
4	\$1,333
3	\$1,000
2	\$667
1	\$333

**Middle School \$3,000**

Benchmarks	Award
10	\$3,000
9	\$2,700
8	\$2,400
7	\$2,100
6	\$1,800
5	\$1,500
4	\$1,200
3	\$900
2	\$600
1	\$300

**High School \$3,000**

Benchmarks	Award
11	\$3,000
10	\$2,727
9	\$2,454
8	\$2,182
7	\$1,909
6	\$1,636
5	\$1,364
4	\$1,091
3	\$818
2	\$545
1	\$273

**D. INDIVIDUAL TEACHER PERFORMANCE:****Elementary School**

Kindergarten	Level 5	<i>State Portfolio</i>	\$3,000
	Level 4	<i>State Portfolio</i>	\$2,000
1st grade	Level 5	<i>State Portfolio</i>	\$3,000
	Level 4	<i>State Portfolio</i>	\$2,000
2nd grade	Level 5	<i>State Portfolio</i>	\$3,000
	Level 4	<i>State Portfolio</i>	\$2,000
3rd grade TVAAS Reading	Level 5		\$1,500
	Level 4		\$1,000
3rd grade TVAAS Math	Level 5		\$1,500
	Level 4		\$1,000
4th/5th grade TVAAS Subject Area	Level 5		\$3,000
	Level 4		\$2,000

**Middle School**

TVAAS Subject Area	Level 5		\$3,000
	Level 4		\$2,000

**High School**

TVAAS Subject Area	Level 5		\$3,000
	Level 4		\$2,000

**E. HARD TO STAFF POSITIONS:**

Special Education (Moderate Needs)	\$3,000
Special Education (Cognitive Needs)	\$4,000
High School Math	\$4,000
High School Chemistry/Physics	\$4,000
High School Foreign Language	\$3,000
High School Language Arts	\$3,000

**F. TEACHER LEADERS:**

Elementary School Grade Level ELA & Math Chairpersons (12)	\$2,000
Elementary School Grade Level Science Chairpersons (3rd, 4th, 5th grade)	\$1,000
Middle School Math Department Chairperson (1)	\$2,000
Middle School ELA Department Chairperson (1)	\$2,000
Middle School Science Department Chairperson (1)	\$2,000
Middle School Social Studies Department Chairperson (1)	\$2,000
High School Math Department Chairperson (1)	\$2,000
High School ELA Department Chairperson (1)	\$2,000
High School Biology Department Chairperson (1)	\$2,000
High School Social Studies Department Chairperson (1)	\$2,000
High School Ready Graduate Chairperson (1)	\$2,000

*\*Applicable to both strategic & non-strategic compensation participants*

**G. INSTRUCTIONAL COACHES:**

Elementary School Stage 3 Coaches (4)	\$750
Middle School Stage 3 Coaches (2)	\$750
High School Stage 3 Coaches (3)	\$750

*\*Each coach shall be assigned no more than (2) Stage 1 teachers. Instructional coaches shall receive an additional stipend for each Stage 1 teacher that achieves the following individual TVAAS effectiveness rating or Observation Rating (if no individual TVAAS information is available).*

Level 3	3.50 - 3.99	\$250
Level 4	4.0 - 4.49	\$500
Level 5	4.5 >	\$1,000

#### **H. EFFECTIVE PRINCIPALS & ASSISTANTS:**

Each Principal/Assistant may receive a school-wide bonus not to exceed \$9,000

	Bonus	Indicators
Elementary Principal & Assistant	\$9,000	Determined from the (9) Elementary School School-wide indicators
Middle School Principal & Assistant	\$9,000	Determined from the (10) Middle School School-wide indicators.
High School Principal & Assistant	\$9,000	Determined from the (11) High School School-wide Rubric indicators.

(see School-wide Benchmarks Rubric for specific school-wide performance measures)

#### **I. EFFECTIVE SUPERVISORS:**

Each Instructional Supervisor may receive a school-wide bonus not to exceed \$5,000

	Bonus		Indicators
ELA/CTE/Truancy Supervisor of Instruction	\$9,000	16	2-10 ELA, Chronic Absenteeism, Grad Rate, Ready Grad, ACT
Math Supervisor of Instruction	\$9,000	16	2-11 Math, 6-8 S.Studies, US History
PreK/Intervention Supervisor	\$9,000	9	Elementary School
Special Education Supervisor	\$9,000	30	

(see School-wide Benchmarks Rubric for specific school-wide performance measures)



**Trousdale County School Wide Benchmarks**

Indicators (9)	Chronic Absent Rate	2nd grade Reading Achievement	2nd grade Math Achievement	3rd grade Reading TVAAS	3rd grade Math TVAAS	4th grade Reading TVAAS	4th grade Math TVAAS	5th grade Reading TVAAS	5th grade Math TVAAS	\$3,000
<b>ELEMENTARY SCHOOL</b>	≤ 6.6%	39.0% O/M	49.3% O/M	Level 4 Index ≥ 1.0 or 56.1% O/M	Level 4 Index ≥ 1.0 or 69.9% O/M	Level 4 Index ≥ 1.0 or 48.1% O/M	Level 4 Index ≥ 1.0 or 57.2% O/M	Level 4 Index ≥ 1.0 or 59.1% O/M	Level 4 Index ≥ 1.0 or 56.1% O/M	
<b>2020-21</b>										

\*May achieve AMO indicator by reaching TDOE established Absolute Performance Success Rates for ELA, Math, and Chronic Absenteeism.

Indicators (10)	Chronic Absent Rate	6th grade Reading TVAAS	6th grade Math TVAAS	6th grade Social Studies TVAAS	7th grade Reading TVAAS	7th grade Math TVAAS	7th grade Social Studies TVAAS	8th grade Reading TVAAS	8th grade Math TVAAS	8th grade Social Studies TVAAS	\$3,000
<b>MIDDLE SCHOOL</b>	≤ 4.3%	Level 4 Index ≥ 1.0 or 37.3% O/M	Level 4 Index ≥ 1.0 or 56.3% O/M	Level 4 Index ≥ 1.0 or 53.9% O/M	Level 4 Index ≥ 1.0 or 51.8% O/M	Level 4 Index ≥ 1.0 or 59.3% O/M	Level 4 Index ≥ 1.0 or 45.2% O/M	Level 4 Index ≥ 1.0 or 32.1% O/M	Level 4 Index ≥ 1.0 or 62.7% O/M	Level 4 Index ≥ 1.0 or 59.8% O/M	
<b>2020-21</b>											

\*May achieve AMO indicator by reaching TDOE established Absolute Performance Success Rates for ELA, Math, and Chronic Absenteeism.

Indicators (11)	Chronic Absenteeism	Graduation Rate	Ready Graduate	ACT Composite	Percent ≥ 21 ACT	Int Math 1 TVAAS	Int Math 2 TVAAS	Int Math 3 TVAAS	English 1 TVAAS	English 2 TVAAS	US History TVAAS	\$3,000
<b>HIGH SCHOOL</b>	≤ 8.4%	≥ 95%	62.5%	21.0	≥ 45%	Level 4 Index ≥ 1.0 or 36.4% O/M	Level 4 Index ≥ 1.0 or 45.8% O/M	Level 4 Index ≥ 1.0 or 50.1% O/M	Level 4 Index ≥ 1.0 or 46.0% O/M	Level 4 Index ≥ 1.0 or 49.4% O/M	Level 4 Index ≥ 1.0	
<b>2020-21</b>												

\*May achieve AMO indicator by reaching TDOE established Absolute Performance Success Rates for ELA, Math, Chronic Absenteeism, and Graduation Rate

### **Trousdale County Alternative Compensation Eligibility Rules**

To be eligible to participate in the Alternative Compensation program all teachers and principals must meet all of the following general eligibility requirements.

Requirements may change annually. All educator inquiries/issues with requirements shall be reviewed by the Steering (Design) Committee which consists of teachers, principals, board members, community members, and the Director of Schools and approved annual by the Board of Education.

1. All new employees entering the will be part of the district Alternative Compensation Plan.
2. No employees hired prior to July 25, 2011, shall have the ability to join the alternative compensation plan after the July 30 – Aug. 3, 2012 enrollment window. Current employees with the district who joined with 20 or more years of teaching experience are not eligible for increases to annual baseline pay in any year but shall be eligible for all bonus and incentive awards.
3. Employees as of SY 2011-12 who joined with 19 or less years of teaching experience shall be eligible for increases to annual baseline pay for up to 30 years of teaching experience at which time annual baseline increases shall no longer continue. Employees who joined with 20 or more 20 years teaching experience as of SY 2011-12 shall be eligible for all bonus and incentive awards based on program funding.
4. On May 18, 2017, Demetrice Badru, Nancy Bybee, Shelley Cook, Jessica Cunningham, Ashlea Evitts, Amanda Gregory, Bridget Gregory, Robin Gregory, Jill Harper, Allison Linville, Stanley Marshall, Jolin McKoin, Marilyn Morton, Kathy Robertson, Jennifer Summers, and Laura Wilson were allowed to join the district Alternative Compensation Plan under the present eligibility rules. These new Alternative Compensation Plan participants shall be provided bonuses, increases to baseline salary, and other awards as outlined in the Alternative Compensation Plan beginning with the 2017-18 school year.
5. Employees must be employed in a campus-assigned position within the first 20 days of school.
6. Substitute teachers, or student teachers are *not* eligible. Hourly employees are not eligible to participate in the alternative compensation program.
7. Eligible employees must hold a valid teaching license from the State of Tennessee to be eligible to receive bonus awards.
8. Employees must be supervised and evaluated by the principal or his/her designee of the campus where they are serving students. (This does not apply to Principals)
9. For applicable employees, employees must review instructional-linkage and assignment-verification information for accuracy (Teachers are responsible for claiming their students' individual scores).
10. Employees must be in attendance 94.44% or 170 days of the 180 instructional days identified in the “instructional school calendar” to receive their school-wide bonus, individual teacher performance, teacher leader incentive, or principal bonuses. This means that employees cannot be absent for more than 10 days.



Employees who miss more than 10 days will, however, be eligible for their annual baseline pay increase per annual teacher evaluation. The following types of leave will be held harmless (not count as days absent) and match the Board's current policies and term definitions: *military leave, FMLA - family medical leave (must be authorized through the Central Office), assault leave, jury duty, and off-campus duty (such as professional development opportunities or activities approved by the District)*. Note: On (08-20-2020), rule #10 was suspended for the 2020-21 school year due to the COVID19 pandemic.

11. Annual increases to baseline pay increase are not contingent upon attendance.
12. Employees must be continuously employed in a tested position until the last day of school to receive the Individual Teacher Performance bonus.
13. Employees must be in "good standing" to receive any bonus. "Good standing" means that all paperwork/certifications are up to date.
14. Bonuses for employees who transfer from one bonus-eligible position to another bonus-eligible position during the school year shall be determined on the basis of the bonus-eligible position held for the majority of the school year.
15. Employees who are involuntarily transferred to another school within the district may permanently "opt out" of the Alternative Compensation Plan. The employee shall return back to the present BEP salary schedule for the corresponding years of experience and degree(s) held by the employee. The employee shall not be entitled to any payments within the scope of the Alternative Compensation Plan in the school year for which they "opt out." The employee can never return to the Alternative Compensation Plan once such option is exercised.
16. Employees will not be eligible for bonuses that transfer from a bonus eligible position to a non-bonus eligible position.
17. Awards for employees who work at multiple schools will be determined by the school for which they are evaluated.
18. Employees who voluntarily elect (except for retirement) not to return to the district in the following year for which bonuses are rewarded shall not be eligible any bonus or stipend award payments.
19. Employees must be currently employed by the district at the time of payment to receive any bonus or stipend award payment.