

Sequatchie 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)	
Description	Certified in content/grade area: If a certified in the areas of secondary Math or Science, a bonus may be paid if the teacher is certified in the content area. Priority Areas: K-4 (Special Education), 5-8 (Math, Special Education), 9-12 (Math, Science, Special Education)
Eligibility Criteria	Certified in content/grade area Only new hires are eligible.
Compensation Type and Size	Compensation Type: Bonus Bonus Type: Signing/Recruitment Compensation Amount: \$1,000.00
Reach	4
Estimated Cost	\$4,000
Instructional Roles or Responsibilities	
Description	27 Grade level team leaders, subject level leaders, or vertical team leaders. The lead teachers will serve as the main contact for principals and supervisors. They oversee grade-level team meetings, PLC meetings, and events. Number of Unique Roles: 3
Eligibility Criteria	Level of overall effectiveness (LOE) Individual TVAAS Only teachers with 4 or 5 LOE scores can be team leaders.
Compensation Type and Size	\$1000.00 per role
Reach	27
Estimated Cost	\$27,000
Performance	
Description	Step increases on the alternative salary schedule will be awarded based on LOE. <ul style="list-style-type: none"> Level 3: 1 step (\$250) Level 4: 2 steps (\$500) Level 5: 3 steps (\$750)
Eligibility Criteria	Eligible Teachers: Tested teachers; non-tested teachers Eligibility Criteria: Level of Overall Effectiveness (LOE)
Compensation Type and Size	<ul style="list-style-type: none"> Level 3: 1 step (\$250) Level 4: 2 steps (\$500) Level 5: 3 steps (\$750)
Reach	159
Estimated Cost	\$39,746
Alternative Salary Schedule	

Is the district implementing an alternative salary schedule? Yes

Type: Advanced degree payments determined using district specific criteria (i.e., district does not award increases for any and all advanced degrees)

Criteria: Years of experience

Master's, Ed.S., Ed.D, Ph.D. will be eligible for step increases.

- 1st degree 10 steps \$2500.00
- 2nd degree 5 steps \$1250.00
- 3rd degree 5 steps \$1250.00

Step increases will be awarded based on LOE.

- Level 3: 1 step (\$250)
- Level 4: 2 steps (\$500)
- Level 5: 3 steps (\$750)

Reach: 159

Estimated Cost: \$39,746

Education*		
1st Advanced Degree	\$2500.00	10 steps
2nd Advanced Degree	\$1250.00	5 steps
3rd Advanced Degree	\$1250.00	5 steps
Other		
Pass the NBCT		
\$1000.00		

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