

Bartlett City Schools

2020-21 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 | <p>Teachers and other certificated positions that are hard-to-staff positions such as Math, Science, Special Education, SLPs, Foreign Language or any other teaching vacancy deemed difficult to staff area or has a high programmatic impact as determined by the superintendent, will be placed on the current BCS salary schedule that recognizes experience parity and education lanes. This strategy will not only assist in securing teachers and other certificated staff in hard-to-staff areas and will also assist BCS in recruiting and retaining teachers for our district. Our data reflecting hiring trends and applicant pool deem that elementary, fine arts, English, and Social Studies teachers are readily available. The hiring trends and limited applicant pool for science, math, special education, and foreign language and SLPs make these areas high need.</p> <p>Priority Areas: K-4 (Math, Science, Special Education, Other), 5-8 (Math, Science, Special Education, Foreign Language, Other), 9-12 (Math, Science, Special Education, Foreign Language, Other)</p> |
| Eligibility Criteria | <p>Level of overall effectiveness (LOE); Individual TVAAS; Certified in content/grade area; Years of experience; Advanced degrees</p> <p>Compensation will be paid as the base salary for qualifying teachers and other certificated personnel. The amount that teachers receive will be contingent upon experience and education for the critical shortage areas identified.</p> <p>Current teachers and new hires are eligible.</p> |
| Compensation Type and Size | <p>Compensation Type: Base Pay Increase</p> <p>Compensation Amount: Compensation will be paid as the base salary for qualifying teachers and other certificated personnel. The amount that teachers receive will be contingent upon experience and education for the critical shortage areas identified.</p> |
| Reach | 15 |
| Estimated Cost | \$50,000 |
| Instructional Roles or Responsibilities | |
| Description | <p>Instructional Coaches are full time classroom teachers. These teacher leaders are compensated for time worked outside of their contracted time with stipends. These educators coach the most effective teachers in the building, teachers new to the district, and any teacher assigned by the school or district. Instructional Coaches facilitate peer-to-peer informal observations with feedback focusing on the TEAM rubric.</p> <p>Number of Unique Roles: 1</p> |
| Eligibility Criteria | <p>Level of overall effectiveness (LOE); Individual TVAAS; Certified in content/grade area; Years of experience; Advanced degrees</p> <p>Selected teachers must demonstrate strong leadership skills, have 3 or</p> |

more years of effective teaching experience, be respected by peers and administrators, and have an LOE 4/5.

Compensation Type and Size \$2,500 annual stipend

Reach 12

Estimated Cost \$30,000

Performance

N/A

Alternative Salary Schedule

Is the district implementing an alternative salary schedule? No

Education*

Teachers hired prior to August 2, 2013, are compensated for Bachelor, Master, +45, EDS, and Doctorate degrees by using lanes and their years of experience.

Teachers hired after August 2, 2013, are compensated for Bachelor, Master, EDS, and Doctorate degrees by using lanes and their years of experience.

Other

Teachers are provided a stipend if they are currently NBC. NBC teachers receive \$3,000 annually.

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