

Crockett County Schools

2021-22 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 type="checkbox"/>

Hard to Staff (School, Subject, or Placement)	
Description	9-12 Algebra I/II and Geometry courses Priority Areas: 9-12 (9-12 = Math)
Eligibility Criteria	Individual TVAAS; Certified in content/grade area; Attendance minimum (i.e., miss no more than 12 days); Current teachers; New hires The following eligibility criteria will be necessary for the teachers to receive the bonus: -Must maintain a level 3,4, or 5 on individual TVAAS data for course -Must be certified to teach Alg. I/II and/or Geometry -Must miss no more than 10 days per school year
Compensation Type and Size	Compensation Type: Bonus Bonus Type: Retention Compensation Amount: Alg. I/II and Geometry teachers (6) x \$1,050
Reach	6
Estimated Cost	\$6,300

Instructional Roles or Responsibilities	
Description	Mentor Teachers- These teachers will be responsible for meeting with novice teachers and ineffective teachers based on Individual TVAAS data They are required to observe these teachers and provide instructional support throughout the school year. Teacher Department Leaders- These teachers will serve as department heads to plan and implement content specific PLCs and to complete walkthroughs in their respective departments. They will then be required to provide feedback to the teachers. Number of Unique Roles: 2
Eligibility Criteria	Level of overall effectiveness (LOE); Individual TVAAS; Certified in content/grade area; Teachers should have demonstrated a level of effectiveness in the classroom by earning a 4 or 5 LOE score or individual TVAAS score.
Compensation Type and Size	Mentor Teachers (10) x \$500 Teacher Department Leaders (5) x \$500
Reach	15
Estimated Cost	\$7,500

Performance	
Description	TESTED teachers: <ul style="list-style-type: none"> Level 4 on individual TVAAS (one year score) = \$600.00 Level 5 on individual TVAAS (one year score) = \$800.00 Level 4 or above on the school-wide composite = \$250.00 ACT composite of a 21 or above = \$100.00 NON-TESTED teachers: <ul style="list-style-type: none"> Level 4 or above on the school-wide composite = \$250.00 ACT composite of a 21 or above = \$100.00

Eligibility Criteria

Eligible Teachers: Tested teachers; Non-tested teachers; Portfolio teachers
Eligibility Criteria: Individual TVAAS or portfolio growth score; School-level TVAAS

Eligibility Requirements for the Performance Bonus:

- Employees must be certified teachers and not staff employees or long-term substitutes.
- Employees must be employed in a position within 20 calendar days of the 1st day of school to be eligible for the bonus.
- Employees must be continuously employed in an eligible position through the last day of school.
- Employees who accept a position outside the Crockett County School District, during or after the school year, shall not be eligible for a bonus.
- Employees who transfer from a bonus eligible position to a non-eligible position during the school year will not be eligible for the bonus.
- Employees who work in all five schools, may earn the school-wide bonus from all schools based on the percentage of time they spend at each school.
- Employees who miss more than 8 days of school (not school-related days) will not be eligible.

Compensation Type and Size

TESTED teachers:

- Level 4 on individual TVAAS (one year score) = \$600.00
- Level 5 on individual TVAAS (one year score) = \$800.00
- Level 4 or above on the school-wide composite = \$250.00
- ACT composite of a 21 or above = \$100.00

NON-TESTED teachers:

- Level 4 or above on the school-wide composite = \$250.00
- ACT composite of a 21 or above = \$100.00

Reach

156

Estimated Cost

\$64,500

Alternative Salary Schedule

Is the district implementing an alternative salary schedule? No

Education*

The salary schedule awards a step increase for degree attainment in the following areas:

M, M+30, Ed.S, Ed.D

Other

School principals are eligible for bonus pay based on school performance measures.

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