

## Putnam County 2022-23 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>As a district, we accept the fact that certain classes are more difficult to staff. In recognition of this challenge, the Putnam County School System Model offers the following:</p> <p>* An annual stipend of \$1,500 for positions deemed hard-to-staff due to specialized skills and demands of the position such as TRACS (Training in Responsibility, Accountability and Coping Skills) behavioral special education classes grades K-12. The \$1,500 stipend will be divided by 12 and paid in equal increments in each monthly payroll during the 2022-2023 school year.</p> <p><b>Priority Areas: K-4 (Special Education), 5-8 (Special Education), 9-12 (Special Education)</b></p>
<b>Eligibility Criteria</b>	<p>Certified in content/grade area</p> <p>TRACS - An Annual stipend of \$1,500 for positions deemed hard-to-staff due to specialized skills and demands of the position, such as TRACS (Training in Responsibility, Accountability, and Coping Skills) behavioral special education classes grades K-12</p> <p>Current teachers</p> <p>New hires</p>
<b>Compensation Type and Size</b>	<p><b>Compensation Type:</b> Bonus <b>Bonus Type:</b> Signing/Recruitment</p> <p><b>Compensation Amount:</b> An Annual stipend of \$1,500 for positions</p>
<b>Reach</b>	7
<b>Estimated Cost</b>	\$10,500
Instructional Roles or Responsibilities	
<b>Description</b>	<p>Instructional Roles or Responsibilities:</p> <p>Description:</p> <ul style="list-style-type: none"> <li>* 3-Math Instructional Specialist - K-4</li> <li>* 1-Math Instructional Specialist - 5-8</li> <li>* 1-Math Instructional Specialist - 9-12</li> <li>* 1-ELA Instructional Specialist - 5-8</li> <li>* 1-ELA Instructional Specialist - 9-12</li> <li>* 1-PK Coordinator/Instructional Specialist</li> <li>* 3-Reading Specialist - K-4 each are assigned to the elementary schools</li> <li>* 65-75 Lead and School Mentors</li> </ul> <p><b>Number of Unique Roles:</b> 5 or more</p>
<b>Eligibility Criteria</b>	<p>Level of overall effectiveness (LOE)</p> <p>Individual TVAAS</p> <p>Certified in content/grade area</p>

Years of experience

Advanced degrees

**Math Specialist (5) Grades (K-4, 5-8 & 9-12)**

\* Qualifications: Valid Tennessee Teacher Certificate; Bachelor's Degree or Higher; At least 5-years experience as a teacher; Excellent organizational, communication, and interpersonal skills; Able to plan and work within time schedules; Experience in curriculum, planning, pacing, assessments, data, PLCs; Strong knowledge of Math standards, processes, practices; Strong understanding of RTI2 process including Tier 2 and Tier 3 instructions

\* Essential Duties & Responsibilities: Foster a Collaborative Culture of Support Educator Development and Student Learning utilizing group processes; Use collaborative culture to promote an environment of collegiality, trust, and respect that focuses on continuous improvement in instruction and student learning; Model effective skills in listening, presenting ideas, leading discussions, clarifying, mediating and identifying needs of self and others in order to advance shared goals and professional learning; Employ facilitation skills to create trust among colleagues, develop collective wisdom, build ownership and action that supports student learning; Assist colleagues to access and use research to improve practice and student learning in order to select appropriate strategies to improve student learning; Facilitate and support teachers with the analysis of student and subgroup data, collection, and interpretation of results with the application of findings to improve teaching and learning; Collaborate with colleagues and school administrators to plan professional learning that is team-based, job-embedded, sustained over time, aligned with content standards, and linked to school/district improvement goals; Identify and use appropriate technologies to promote collaborative and differentiated learning; Collaborate and assist other departments to assist the community, school, and district strategic goals and processes.

**ELA Specialist (2 each Grades 5-8 & 9-12)**

\* Qualifications: Valid Tennessee Teacher Certificate; Bachelor's Degree or Higher; At least 5-years experience as a teacher; Excellent organizational, communication, and interpersonal skills; Able to plan and work within time schedules; Experience in curriculum, planning, pacing, assessments, data, PLCs; Strong knowledge of Math standards, processes, practices; Strong understanding of RTI2 process including Tier 2 and Tier 3 instruction

\* Essential Duties & Responsibilities: Foster a Collaborative Culture of Support Educator Development and Student Learning utilizing group processes; Use collaborative culture to promote an environment of collegiality, trust, and respect that focuses on continuous improvement in instruction and student learning; Model effective skills in listening, presenting ideas, leading discussions, clarifying, mediating, and identifying needs of self and others in order

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to advance shared goals and professional learning; Employ facilitation skills to create trust among colleagues, develop collective wisdom, build ownership and action that supports student learning; Assist colleagues to access and use research to improve practice and student learning in order to select appropriate strategies to improve student learning; Facilitate and support teachers with the analysis of student and subgroup data, collection, interpretation of results with application of findings to improve teaching and learning; Collaborate with colleagues and school administration to plan professional learning that is team-based, job-embedded, sustained over time, aligned with content standards, and linked to school/district improvement goals; Identify and use appropriate technologies to promote collaborative and differentiated learning; Collaborate and assist other departments to assist the community, school, and district strategic goals and processes.

**PK Coordinator/Instructional Specialist**

\*The PK Coordinator/Instructional Specialist is a self-motivated relationship builder with deep knowledge and experience in early reading instruction and some experience in instructional coaching.

\* Qualifications: Bachelor's degree or higher in relevant field or Reading Specialist certificate (preferred but not required); Deep knowledge of literacy development and instruction; Deep knowledge of literacy development and instruction; Deep understanding of literacy development and instruction; Deep understanding of the Tennessee Academic Standards and the instructional shifts for English Language Arts; Experiences a reading specialist or reading teacher, with a record of student achievement; Experience working with adults and an understanding of how adults learn; Ability to work collaboratively with various stakeholders, including school and district leaders; Strategic thinker who uses evidence to make decisions; Strong planning and organizational skills; Strong oral and written communication skills; active listener; Enthusiastic about giving and receiving feedback and helping others; to learn and grow

**Reading Specialist (Grades K-4)**

\*The Reading Specialist is a self-motivated relationship builder with deep knowledge and experience in early reading instruction and some experience in instructional coaching.

\* Qualifications: Bachelor's degree or higher in relevant field or Reading Specialist certificate (preferred but not required); Deep understanding of the Tennessee Academic Standards and the instructional shifts for English Language Arts; Experience as a reading specialist or reading teacher, with a record of student achievement; Experience working with adults and an understanding of how adults learn; Ability to collaboratively with various stakeholders, including school and district leaders; Strategic thinker who uses evidence to make decisions; Strong planning and organizational skills; Strong oral and written communication skills; active listener; Enthusiastic about

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**Lead Mentor Teacher**

\* Oversees and organizes activities between mentors and mentees; resolves any issues arising with support of mentee teacher; invites and encourages the participation of all related teachers; works well with team members and maintains productive relationships; and performs all duties of an inactive mentor with an assigned mentee as defined by the number of new teachers to the building.

\* Qualifications: Bachelor's degree or higher in relevant field; A minimum of three years teaching experience; Principal recommendation; Deep understanding of the Tennessee Academic Standards and the instructional shifts; Assist Principals in establishing Mentor/Mentee partnerships; Lead monthly Mentor/Mentee meetings (Materials: Mentoring in the 21st Century); Submission of all required paperwork by due dates.

**Mentor Teacher**

\* Mentor teacher goals entail (a) helping novice teachers gain competencies, confidence, realistic values, experience, etc. and grow into a fully-functioning, autonomous, and competent professional, (b) encouraging self-reliance and self-reflection, (c) supporting a commitment to the professional, and (d) promoting the realization of a dream.

\* Qualifications: Bachelor's degree or higher in relevant field; Deep understanding of the Tennessee Academic Standards and the instructional shifts; A minimum of 20 contact hours with protege/mentee; Attendance at Mentor training or institute; Completion of two formative surveys and one summative survey by due dates; Submission of all required paperwork by due dates; Participation as directed by the building level principal in meetings and activities involving their mentee.

**Enrichment Specialist**

\*Determined by School Administration annually

\*Qualifications: Bachelor's degree or higher in relevant field; Deep understanding of the Tennessee Academic Standards and the instructional shifts; Experience working with adults and an understanding of how adults learn; Ability to work collaboratively with various stakeholders, including school and district leaders; Strategic thinker who uses evidence to make decisions; Strong planning and organizational skills; Strong oral and written communication skills; active listener, Enthusiastic about giving and receiving feedback and helping others to learn and grow.

<b>Compensation Type and Size</b>	The amount various based on experience
<b>Reach</b>	10
<b>Estimated Cost</b>	\$753,996.29
<b>Performance</b>	
<b>Description</b>	Description: (This represents certified teachers and specialist)

Base Pay Increases based on Team level of Effectiveness (LOE)  
Scores:

TEAM Levels 1-5

\*Level 5 (Significantly Above Expectations)=\$750

\*Level 4 (Above Expectations)= \$625

\*Level 3 (At Expectations)=\$500

\*Level 2 (Below Expectations - 10 hours of  
personalized professional learning)=\$250

\*Level 1 (Below Expectations)=\$0

<b>Eligibility Criteria</b>	<b>Eligible Teachers:</b> Tested teachers Non-tested teachers Portfolio teachers <b>Eligibility Criteria:</b> Level of overall effectiveness (LOE)
<b>Compensation Type and Size</b>	*Level 5 (Significantly Above Expectations)=\$750 *Level 4 (Above Expectations)= \$625 *Level 3 (At Expectations)=\$500 *Level 2 (Below Expectations - 10 hours of personalized professional learning)=\$250 *Level 1 (Below Expectations)=\$0
<b>Reach</b>	900
<b>Estimated Cost</b>	\$650,000

#### Alternative Salary Schedule

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

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

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

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

Individual TVAAS or portfolio growth score

Advanced Degrees

Beginning with the 2016-2017 school year, new hires will be compensated for up to two advanced degrees (Max;\$5,000)

\* Master's Degree = \$2,600

\* Doctorate Degree = \$2,600

\*National Board Certification \$2,600

#### Performance

Description: (This represents certified teachers and specialists)

Base Pay Increases based on Team level of Effectiveness (LOE) Scores:

TEAM Levels 1-5

\*Level 5 (Significantly Above Expectations)=\$750

\*Level 4 (Above Expectations)= \$625

\*Level 3 (At Expectations)=\$500

\*Level 2 (Below Expectations - 10 hours of personalized professional  
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\*Level 4 (Above Expectations)= \$625

\*Level 3 (At Expectations)=\$500

\*Level 2 (Below Expectations - 10 hours of personalized professional learning)=\$250

\*Level 1 (Below Expectations)=\$0

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**Reach:** 900

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**Estimated Cost:** \$650,000

#### Education\*

Advanced Degrees - Beginning with the 2016-2017 school year, new hires will be compensated for up to two advanced degrees (Max=\$5,000)

\* Masters Degree -\$2,600

\* Doctorate Degree - \$2,600

\* National Board Certification \$2,600

#### Other

National Board Certification is calculated as an advanced degree (\$2,600)