

Fayette 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 type="checkbox"/>

Hard to Staff (School, Subject, or Placement)							
Description	<p>High School subject area teachers with math, science, and or foreign language certifications who complete the 2022-2023 school year with more than 90% attendance.</p> <p>Priority Areas 6-8 (Math, Science, Foreign Language), 9-12 (Math, Science, Foreign Language)</p> <p>All teachers in the District that return and are still employed with the District as of November 1, 2022 and are present at the time of the bonus payout in February, 2023.</p> <p>Priority Areas: 5-8 (Math, Science, Foreign Language), 9-12 (Math, Science, Foreign Language)</p>						
Eligibility Criteria	<p>Certified in content/grade area</p> <p>Classroom teachers that complete the current school year, return to the District in the following school year and are employed with the District at February 1 of each year, will receive additional compensation annually. All classroom teachers or licensed teachers that provide direct support to students within a school building are eligible for Retention pay. Administrators are not eligible.</p> <p>Current teachers</p> <p>New hires</p>						
Compensation Type and Size	<p>Compensation Type: Bonus Bonus Type: Retention</p> <p>Compensation Amount: Returning Certified School Based Instructional Staff (140) x \$1,000 per person</p> <p>Hard to Staff Content Areas</p> <table> <tr> <td>6-8 Math (2) x \$1,000</td><td>6-8 Science (2) x \$1,000</td></tr> <tr> <td>9-12 Math (6) x \$1,000</td><td>9-12 Science (5) x \$1,000</td></tr> <tr> <td colspan="2">9-12 Foreign Language (2) x \$1,000</td></tr> </table>	6-8 Math (2) x \$1,000	6-8 Science (2) x \$1,000	9-12 Math (6) x \$1,000	9-12 Science (5) x \$1,000	9-12 Foreign Language (2) x \$1,000	
6-8 Math (2) x \$1,000	6-8 Science (2) x \$1,000						
9-12 Math (6) x \$1,000	9-12 Science (5) x \$1,000						
9-12 Foreign Language (2) x \$1,000							
Reach	161						
Estimated Cost	\$161,000						
Instructional Roles or Responsibilities							
Description	<p>Teacher-Leaders (1-3) are full-time classroom teachers whose extra responsibilities include, but are not limited to, the following: mentoring/coaching colleagues, assisting principals and teachers with analyzing and using universal screener and progress monitoring data for RTI, assisting teachers with creating common formative assessments using Mastery Connect and other sources, assisting teachers and principals with analyzing CFA and benchmark data from MasteryConnect/CASE to inform instruction, remediation, and intervention in the TIER 1, and to assist teachers and principals in</p>						

tracking attendance and academic data to monitor progress toward state and local goals (e.g. AMOs).

Number of Unique Roles: 1

Eligibility Criteria	Level of overall effectiveness (LOE) Individual TVAAS Years of experience
Compensation Type and Size	Teacher Leaders (17) x \$1,100.00
Reach	17
Estimated Cost	\$18,700

Performance

Description	Results from TNReady Assessment will be used to determine student growth. Teacher attaining a 4 or 5 Value Added score in the subject area of ELA, Math, and Science will be awarded the bonus. Teachers in self-contained classes who teach more than one subject must receive a 4 or 5 composite TVAAS score. Early Childhood teachers with an ESGI growth score of 5 will be awarded the bonus.
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Eligibility Criteria	Eligible Teachers: Tested teachers Non-tested teachers Portfolio teachers Eligibility Criteria: Other: Results from I-READY Diagnostic Examinations for ELA and Math grades K-11 reflecting a growth factor of 1 to 2 years of growth
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Compensation Type and Size	At least 50% of the class met typical growth (1 year's growth) from diagnostic 1 to diagnostic 3 (\$500 per subject). At least 40% of the class met stretch growth (2 year's growth) from diagnostic 1 to diagnostic 3 (\$1,000 per subject). Must test 95% of the students in the classroom. Students must take Diagnostic 1 and Diagnostic 3. Teachers must be employed with the District no later than January 1 of the testing year window. Teacher must have an attendance rate of 93% of the Instructional Days available from hire date. Pay will be prorated based on Instructional days provided. Teacher must be employed with the District at the time of the payout.
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Reach	61
Estimated Cost	\$61,000

Alternative Salary Schedule

Is the district implementing an alternative salary schedule? No

Education*

Educators are compensated based on years of experience and completion of these degrees: BS, Masters, Masters Plus 45, EDS, and PHD/EdD

Other

Teacher with National Board Certification will receive \$1,000 bonus

School Principals TVAAS Composite Level 5 x \$3,000.

School Principals TVAAS Composite Level 4 x \$2,000.

School Principals TVAAS Composite Level 3 x \$1,000.

Assistant Principals, Instructional Coaches TVAAS Composite Level 5 x \$1,500

Assistant Principals,