

FENTRESS COUNTY--250					
2017-18 Differentiated Pay Plan					
Differentiated Element	Description	Eligibility Criteria	Compensation Type and Size	Reach	Estimated Cost
	Describe how the district will differentiate for this element.	What is the eligibility criteria for receiving the award (such as minimum attendance or evaluation score)?	Will the compensation be given as a bonus or a base pay increase? How much will qualifying teachers receive?	Eligibility: How many teachers are eligible for this type of compensation?	How much does the district estimate it will pay out for this differentiated pay element?
<b>Hard-to-Staff (School, Subject, or Placement)</b>	The District will offer a bonus in the hard to staff area of secondary Math, Chemistry, Foreign Language, and K-12 Speech.	Certified in content/grade area  \$1,000 per year for the first 3 years. Paid at the end of the year with evidence of satisfactory evaluation results of at least 3 and teachers are in good standing.	Bonus  \$1,000 per year for the first 3 years.	3	\$3,000
<b>Performance</b>	The District will offer a performance bonus based on level of overall effectiveness (LOE).	Tested teachers  Individual TVAAS or Portfolio Growth Score	Teachers who receive a 3, 4, or 5 on TVAAS scores will receive a pro-rated bonus based on new funds. Teachers receiving a 1 or a 2 are not eligible. Level 3 = \$300, Level 4 = \$400, Level 5 = \$500.	175	\$75,000

<b>Additional Instructional Roles or Responsibilities</b>					
<b><i>Education*</i></b>	<p>The District will not recognize advance degrees unless the degree is awarded in the area aligned to current duties. Educators currently employed by the Fentress County Board of Education as of 4/1/14 will be grandfathered in their advanced degrees. People presently employed by Fentress County Board of Education have until August 1, 2015 to complete advanced degrees. A degree recognition plan for employees hired after June 1, 2014 will be submitted to the board by the Director of Schools by June 20, 2014. Exceptions to this policy shall be approved by the Director of Schools. Persons hired after June 1, 2014 will be placed on the existing salary schedule. Current advanced degrees would</p>				

	<p>not have to be recognized. Any exceptions require the approval of the Director of Schools.</p> <p>It is based on current salary schedule.</p> <p>The District has 61.3% of teachers with advanced degrees. We usually have 3-4 per year receive advanced degrees.</p>				
<b>Other</b>					

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

## **LIST OF RULES**

- The District strategic plan will be reviewed annually.
- Eligible employees must hold a valid teaching license from the State of Tennessee to be eligible to receive bonus awards.
- Employees must be supervised and evaluated by the principal or his/her designee of the campus where they are serving students.
- Bonuses and incentive awards are not ensured to occur every year. They are contingent upon program funding.
- Employees must be continuously employed until the last day of school to receive the individual Teacher Performance bonus.
- Employees must be in “good standing” to receive any bonus. “Good standing” means that all paperwork/certifications are up-to-date.
- Any teacher with a “1” or “2” Team Evaluation Score is ineligible for bonus pay.
- No teacher will receive any bonus unless they are certified and have a minimum of a “3” on the Team Evaluation Score.
- Persons hired after June 1, 2014 will be placed on the existing salary schedule based on performance levels, staffing needs as well as District accountability status. Current advanced degrees would not have to be recognized. Any exceptions require the approval of the Director of Schools.
- Payouts for bonuses based on TEAM performance will be made by November, 2017 for the 2016-17 school year. Employees retiring from Fentress County will be eligible for bonuses. Employees not returning to Fentress County Schools and not retiring will not be eligible.