

Claiborne County Schools

2018-19 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>A new teacher to Claiborne County (no prior experience in our system) or a teacher currently in the school system but not teaching in the hard-to-staff area (grade levels 5-12) is eligible for this element. The teacher must hold a valid (Apprentice, Professional or Out-of-State) Tennessee teaching license. Eligible teachers must stay in the position (subject and school site) for a period of no less than three (3) years, excluding situations whereby teachers are transferred to another school within the district. The employee will be required to reimburse the system up to 100% of the bonus on a prorated scale if they do not fulfill the three year teaching obligation. An additional class period will be offered to educators teaching in hard-to-staff positions. In order for teachers to be considered, they must meet defined teacher performance and attendance requirements. An additional class period will be offered to educators teaching in hard-to-staff positions. The compensation will be prorated along with the educator's current salary schedule. In order for teachers to be considered, they must meet the fulfillment of duties and responsibilities assigned by the district and attendance requirements.</p> <p>Priority Areas: K-4 (), 5-8 (Math, Science, Reading/ELA, Special Education, Other), 9-12 (Math, Science, Reading/ELA, Special Education, Other)</p>
Eligibility Criteria	<p>Certified in content/grade area, Attendance minimum (i.e. miss no more than 12 days)</p> <p>Current teachers & New hires</p>
Compensation Type and Size	<p>Compensation Type: Bonus Bonus Type: Signing/Recruitment Retention</p> <p>Compensation Amount: A bonus of \$2,000 dollars will be paid upon entering into contract for employment. Upon contract renewal, a bonus of \$3,000 will be paid for the first and second year of employment upon the fulfillment of duties and responsibilities assigned by the district. Contingent upon contract renewal, a bonus of \$2,000 will be paid for the third year of employment. Bonuses will not exceed the total amount of \$10,000. Hard-to-Staff positions may be offered to teachers in the areas of math, reading/ELA, the foreign languages, government, or science. Teachers who teach an additional class period in hard to staff areas will receive as additional compensation to the additional paycheck monthly</p>
Reach	3 @ \$3,000, 1 @ \$2,000, and 6 @ \$6,750
Estimated Cost	\$51,500
Instructional Roles or Responsibilities	
Description	Claiborne County will compensate teachers and professional employees for providing additional instructional support by performing additional duties

in order to build capacity and increase teacher effectiveness.

Teachers/Educators who fulfill duties and responsibilities assigned by the district and attendance levels will be eligible to apply for leadership roles or additional duties based on system and school needs. Additional duties will require all work to be done outside the contracted time for the employee. Examples include but are not limited to: PLC Leaders, data analysis, professional development presentations, common assessments development, curriculum activities development.

- Principal/District Supervisor recommendation and teacher application
- Attend approved mentoring training
- Weekly meetings (additional school meetings)
- Agree to mentor level 1 & 2 teachers as well as novice teachers

Educators who provide professional development for teachers throughout the year can earn an hourly stipend.

Number of Unique Roles: 2	
Eligibility Criteria	Certified in content/grade area, Attendance minimum (i.e. miss no more than 12 days), Years of experience Required time will be documented using a time sheet reporting system each month.
Compensation Type and Size	14 teacher leader roles with a maximum of \$3,000 per instructional role 14 Roles X \$3,000 = \$42,000 Additional educators providing PD for teachers (25.00 per hour) = \$15,415
Reach	14 teacher leaders & up to 25 educators providing PD
Estimated Cost	\$57,415

Performance

N/A

Alternative Salary Schedule

Is the district implementing an alternative salary schedule? No

Education*

Educators are compensated for advanced degrees as calculated in the attached salary schedule. Degrees include: BS, MS, MS+, EdS, and PhD.

Other

N/A

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