

Sequatchie County Schools

2018-19 Differentiated Pay Plan

Hard-to-Staff	<input 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)	
N/A	
Instructional Roles or Responsibilities	
Description	Grade Level team leaders, subject level leaders, and vertical team leaders. The lead teachers are to serve as the main contact for principals and supervisors. They oversee grade-level data, PLC meetings, and events. Number of Unique Roles: 5 or more
Eligibility Criteria	Level of Overall Effectiveness (LOE), Individual TVAAS Only teachers with a LOE of 4 and 5 can be team leaders
Compensation Type and Size	\$1,000.00 per role
Reach	27
Estimated Cost	\$27,000
Performance	
Description	Annual base pay increases determined using level of overall effectiveness (LOE). Level 1- 2 = 0 steps Level 3 = 1 step, \$250 Level 4 = 2 steps, \$500.00 Level 5 = 3 steps, \$750.00 Level 4 and 5 teachers will receive an additional bonus based on EOC and individual TVAAS growth scores. Those eligible will be specifically identified prior to testing. Teachers are limited to one area a year.
Eligibility Criteria	Eligible Teachers: All teachers (base pay increase) and tested teachers (bonus) Eligibility Criteria: Base Pay Increase: Level of Overall effectiveness (LOE); Bonus: Individual TVAAS or Portfolio Growth Score
Compensation Type and Size	Base Pay Increases: Level 1- 2 = 0 steps Level 3 = 1 step, \$250 Level 4 = 2 steps, \$500.00 Level 5 = 3 steps, \$750.00 Individual Bonuses: Level 5: \$500.00 Level 4: \$250.00
Reach	36
Estimated Cost	\$18,000
Alternative Salary Schedule	
Is the district implementing an alternative salary schedule? Yes	
Annual base pay increases determined using evaluation criteria	

Education*

Master's, Ed.S., Ed.D., PhD. will be eligible for step increases.

1st advanced degree: 10 steps = \$2,500

2nd advanced degree: 5 steps = \$1,250.00

3rd advanced degree: 5 steps = \$1,250.00

Other

NBCT will continue to receive \$1000.00 stipend yearly + will be reimbursed the cost of recertification once the test is passed. 1 teacher at the present time.

Principals & Assistant Principals will receive bonuses based on schoolwide TVAAS scores:

Principals:

Level 1 & 2 = 0

Level 3 = \$1,000.00 Bonus Asst. Principals \$500.00

Level 4 = \$1,500.00 Bonus Asst. Principals \$750.00

Level 5 = \$2,000.00 Bonus Asst. Principals \$1,000.00

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