

Rutherford 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	Math, Physics, Chemistry, or World Languages teachers and ESL teachers. Priority Areas: K-4 (ESL/ELL), 5-8 (Math, Science, ESL/ELL), 9-12 (Math, Science, ESL/ELL)
Eligibility Criteria	Certified in content/grade area The teacher must hold a valid (Apprentice, Professional or Out of State) Tennessee teaching license with 7-12 endorsement in that subject area. The teacher must be either new to Rutherford County Schools or a teacher in the Rutherford County school system who is not teaching in a hard-to-staff area. The teacher must request and be recommended for a transfer to a vacant position in the hard-to-staff subject area if a current teacher Current teachers & New hires
Compensation Type and Size	Compensation Type: Bonus Bonus Type: Signing/Recruitment Compensation Amount: A one-time signing bonus of \$3,000 (\$1,500 at the beginning of each semester) will be offered for Math, Physics, Chemistry, or World Languages teachers and an additional early signing bonus of \$2,000 if contracted before March 1 for the upcoming year. For ESL teachers a one-time signing bonus of \$1,500 (\$750 at the beginning of each semester)
Reach	55
Estimated Cost	\$150,000

Instructional Roles or Responsibilities	
Description	Rutherford County began placing Response to Intervention 2 Coaches in our elementary and middle schools in the 2014/15 school year. These teachers lead the school-based RTI2 team. They use data to diagnose, prescribe, and monitor interventions programs, support classroom teachers, mentor inexperienced teachers. Number of Unique Roles: 1
Eligibility Criteria	Level of Overall Effectiveness (LOE)
Compensation Type and Size	\$2,000 for the RTI2 coaches in the schools and \$4,000 for the 2 level 2 RTI coaches who work out of the Central Office
Reach	48
Estimated Cost	\$100,000

Performance	
N/A	

Alternative Salary Schedule	
<i>Is the district implementing an alternative salary schedule?</i> No	

Education*

We have lanes for BS, Masters, and a lane for either and EDS or a doctorate. We have lanes that were in 2014/15 for Masters plus 30, EDS, Doctorate. Some Central Office staff and Principals are eligible for the grandfathered lanes. We found this necessary for recruiting.

Other

N/A

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