

SEQUATCHIE COUNTY

2023-24 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 checked="" type="checkbox"/>

Hard to Staff (School, Subject, or Placement)	
Description	Priority Areas: K-4 (Special Education), 5-8 (Special Education), 9-12 (Math, Science, Special Education)
Eligibility Criteria	Certified in content/grade area New hires
Compensation Type and Size	Compensation Type: Base Pay Increase Bonus Type: Compensation Amount: \$4,000
Reach	3
Estimated Cost	\$12,000

Instructional Roles or Responsibilities	
Description	27 Grade or Subject area leaders. The leaders serve as the main contact for principals and supervisors. They are responsible for PLCs, Team meetings, and event planning. Number of Unique Roles: 5 or more
Eligibility Criteria	Level of overall effectiveness (LOE) Individual TVAAS Certified in content/grade area
Compensation Type and Size	\$1,000
Reach	27
Estimated Cost	\$26,997

Performance									
Description	Performance Bonus based on TVAAS School-wide scores for Principals and Asst. Principals <table border="1"> <tr> <td>Principals.</td> <td>Asst. Principals</td> </tr> <tr> <td>Level 3: \$500.00.</td> <td>\$250.00</td> </tr> <tr> <td>Level 4: \$1500.00.</td> <td>\$750.00</td> </tr> <tr> <td>Level 5: \$2000.00.</td> <td>\$1000.00</td> </tr> </table>	Principals.	Asst. Principals	Level 3: \$500.00.	\$250.00	Level 4: \$1500.00.	\$750.00	Level 5: \$2000.00.	\$1000.00
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Level 3: \$500.00.	\$250.00								
Level 4: \$1500.00.	\$750.00								
Level 5: \$2000.00.	\$1000.00								
Eligibility Criteria	Eligible Teachers: School administrators Eligibility Criteria: School-level TVAAS								
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Level 4: \$1500.00.	\$750.00								
Level 5: \$2000.00.	\$1000.00								
Reach	2								
Estimated Cost	\$2,997								

Alternative Salary Schedule	
Is the district implementing an alternative salary schedule? Yes	
Type: Annual base pay increases determined using evaluation criteria	

Advanced degree payments determined using district specific criteria (i.e., district does not award increases for any and all advanced degrees)

Criteria: Level of overall effectiveness (LOE)

Individual TVAAS or portfolio growth score

Advancing degrees attainment is as follows:

1st Advanced Degree: 10 steps. \$2,500.00

2nd + Advanced Degree. 5 steps. \$1,250.00

Step increases are added to the base pay for teachers on the alternative pay salary schedule and are awarded based on LOE scores and individual TVAAS or portfolio growth scores.

Level 3: 1 step \$250.00

Level 4: 2 steps \$500.00

Level 5: 3 steps \$750.00

Reach: 170

Estimated Cost: \$85,000

Education*

The advanced degree payments are determined using district-specific criteria. Masters, Ed.S., Ed.D., Ph.D., will be eligible for step increases.

1st Degree \$2,500.00

2nd and additional degrees \$1,250.00

Other

Must pass the National Board Certification test

\$1,000