

SEVIER COUNTY

2023-24 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	Zero period classes, ACT prep courses and enrichment, core courses in Mathematics, Science, ELA, World Languages, CTE, EPSO courses, Special Education, ESL/ELL, Physical Education, and Credit Recovery. Priority Areas: K-4 (Math, Science, Reading/ELA, ESL/ELL, Special Education), 5-8 (Math, Reading/ELA, ESL/ELL, Special Education), 9-12 (Math, Science, Reading/ELA, ESL/ELL, Special Education)
Eligibility Criteria	Certified in content/grade area Current teachers New hires
Compensation Type and Size	Compensation Type: Base Pay Increase Bonus Type: Compensation Amount: Credit Recovery, ACT Prep, and Enrichment: \$1,200 - \$5,000 depending on number of sessions offered; Zero Period/Extra Class Period: \$5,000 per course.
Reach	85
Estimated Cost	\$425,000

Instructional Roles or Responsibilities

Description	Model Classroom Teachers, Data/Instructional Coaches, Lead Teachers. All roles require teachers who must be able to lead and guide other professional staff in exemplary classroom practices, dissemination of data related to student growth and achievement, and mentor one-on-one educators as necessary to increase the effectiveness of educators with professional growth plans. Number of Unique Roles: 3
Eligibility Criteria	Level of overall effectiveness (LOE) Individual TVAAS Certified in content/grade area Years of experience Each role is evaluated by the curriculum and instruction supervisors for suitability of the educator for the task.
Compensation Type and Size	Model Classroom Teachers: \$2,000 Instructional Coaches: \$4,000 Lead Teachers: \$2,000 (school-level); \$4,000 (district-level)
Reach	60
Estimated Cost	\$140,000

Performance

N/A

Alternative Salary Schedule

Is the district implementing an alternative salary schedule? No

Education*

Sevier County has a pay plan that continues to pay on teaching experience of the employee and education degrees recognized on the educator overview for licensure on the Tennessee Department of Education. Advanced degrees include: Masters, Masters + 30, Ed.S., and Ed.D.

Other

