

Rutherford 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 | Priority Areas: 5-8 (Math, Science, Reading/ELA, ESL/ELL, Special Education), 9-12 (Math, Science, Reading/ELA, ESL/ELL, Special Education) |
| Eligibility Criteria | Certified in content/grade area New hires |
| Compensation Type and Size | Compensation Type: Bonus Bonus Type: Signing/Recruitment Compensation Amount: A one-time signing bonus of \$4,000; paid \$2,000 in the fall and \$2,000 in the spring |
| Reach | 150 |
| Estimated Cost | \$275,000 |

Instructional Roles or Responsibilities

| | |
|-----------------------------------|--|
| Description | Teacher coach positions: facilitate professional development and mentor new teachers (up to 3 years) as well as teachers new to the district Number of Unique Roles: 5 or more |
| Eligibility Criteria | Certified in content/grade area |
| Compensation Type and Size | \$2,000 annual supplement |
| Reach | 102 |
| Estimated Cost | \$204,000 |

Performance

N/A

Alternative Salary Schedule

Is the district implementing an alternative salary schedule? No

Education*

RCS compensates additional pay for educators obtaining MA, MA+45, Ed.D and Ph.D degrees. See link below for 2022-23 salary schedule for details

Other