

Fentress County

2022-23 Differentiated Pay Plan

Hard-to-Staff	<input checked="" type="checkbox"/>
Instructional Roles	<input type="checkbox"/>
Performance	<input checked="" type="checkbox"/>
Alternative Salary Schedule	<input type="checkbox"/>

Hard to Staff (School, Subject, or Placement)

Description	The Hard-to-Staff component includes 9-12 Math, Chemistry, Foreign Language, and 9-12 Special Education teachers. In addition Speech Language Pathologist will be included due to being unable to find qualified candidates. Hard-to-staff areas will be eligible for differentiated pay based on Teacher Observation Scores: 3 receives \$1000, 4 receives \$1500, and 5 receives \$2000. Priority Areas: 9-12 (Math, Science, Special Education)
Eligibility Criteria	Level of overall effectiveness (LOE) Certified in content/grade area Current teachers New hires
Compensation Type and Size	Compensation Type: Bonus Bonus Type: Retention Compensation Amount: Hard-to-staff areas will be eligible for differentiated pay based on Teacher Observation Scores: 3 receives \$1,000, 4 receives \$1,500, and 5 receives \$2,000.
Reach	8
Estimated Cost	\$16,000

Instructional Roles or Responsibilities

N/A

Performance

Description	Each teacher is eligible for a performance bonus based on teacher observation score. A score of 5 receives \$500, 4 receives \$400 and 3 receives \$300. A score of 1 or 2 does not receive a bonus.
Eligibility Criteria	Eligible Teachers: Tested teachers Non-tested teachers Portfolio teachers Eligibility Criteria: Level of overall effectiveness (LOE) A score of 5 receives \$500, 4 receives \$400 and 3 receives \$300. A score of 1 or 2 does not receive a bonus.
Compensation Type and Size	Teacher Observation Score of 3=\$300 Teacher Observation Score of 4=\$400 Teacher Observation Score of 5=\$500
Reach	157
Estimated Cost	\$72,100

Alternative Salary Schedule

Is the district implementing an alternative salary schedule? No

Education*

The pay scale increases based on experience and recognizes degrees of Bachelors, Masters, Masters +30, EDS and Doctorate. There is not necessarily a pay increase at every additional year of experience.

Other