

Crockett 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 type="checkbox"/>

Hard to Staff (School, Subject, or Placement)	
Description	9-12 EOC Math Courses Priority Areas: 9-12 (Math)
Eligibility Criteria	Individual TVAAS Certified in content/grade area Attendance minimum (i.e., miss no more than 12 days) The following eligibility criteria will be necessary for the teachers to receive the bonus: -Must maintain a level 3,4,or 5 individual TVAAS score for the math course -Must be certified to teach 9-12 Math courses -Must miss no more than 8 days per school Current teachers New hires
Compensation Type and Size	Compensation Type: Bonus Bonus Type: Retention Compensation Amount: \$175.00 per course section @ 6 sections possible per teacher= \$1050.00
Reach	6
Estimated Cost	\$6,300
Instructional Roles or Responsibilities	
Description	Mentor teachers- These teachers will be responsible for meeting with novice teachers and ineffective teachers based on Individual TVAAS data. They are required to observe these teachers and provide instructional support throughout the school year. Teacher Department Leaders- These teachers will serve as department heads to plan and implement content specific PLCs and to complete walkthroughs in their respective departments. They will then be required to provide feedback to the teachers they serve. Number of Unique Roles: 2
Eligibility Criteria	Level of overall effectiveness (LOE) Individual TVAAS Certified in content/grade area Teacher should have demonstrated a level of effectiveness rating in the classroom by earning a 4 or 5 LOE score or individual TVAAS score.
Compensation Type and Size	\$500.00 per instructional role
Reach	15
Estimated Cost	\$7,500

Performance	
Description	<p>TESTED teachers:</p> <ul style="list-style-type: none"> • Level 4 on individual TVAAS (one year score) = \$600.00 • Level 5 on individual TVAAS (one year score) = \$800.00 • Level 4 or above on the school-wide composite = \$250.00 • ACT composite of a 21 or above = \$100.00 <p>NON-TESTED teachers:</p> <ul style="list-style-type: none"> • Level 4 or above on the school-wide composite = \$250.00 • ACT composite of a 21 or above = \$100.00
Eligibility Criteria	<p>Eligible Teachers: Tested teachers Non-tested teachers Portfolio teachers</p> <p>Eligibility Criteria: Individual TVAAS or portfolio growth score School-level TVAAS</p> <p>Eligibility Requirements for the Performance Bonus:</p> <ul style="list-style-type: none"> – Employees must be certified teachers and not staff employees or long-term substitutes. – Employees must be employed in a position within 20 calendar days of the 1st day of school to be eligible for the
Compensation Type and Size	<p>TESTED teachers:</p> <ul style="list-style-type: none"> • Level 4 on individual TVAAS (one year score) = \$600.00 • Level 5 on individual TVAAS (one year score) = \$800.00 • Level 4 or above on the school-wide composite = \$250.00 • ACT composite of a 21 or above = \$100.00 <p>NON-TESTED teachers:</p> <ul style="list-style-type: none"> • Level 4 or above on the school-wide composite = \$250.00 • ACT composite of a 21 or above = \$100.00
Reach	156
Estimated Cost	\$64,500

Alternative Salary Schedule

Is the district implementing an alternative salary schedule? No

Education*

The salary schedule awards a step increase for degree attainment in the following areas:
M, M+30, Ed.S, Ed.D

Other

School principals are eligible for bonus pay based on school performance measures.