

# Trousdale 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)	
<b>Description</b>	<b>Priority Areas: K-5</b> (Special Education), <b>6-8</b> (Special Education), <b>9-12</b> (Math, Science, Reading/ELA, Special Education)
<b>Eligibility Criteria</b>	<p>Certified in content/grade area</p> <p>Attendance minimum (i.e., miss no more than 12 days)</p> <p>Teachers must hold and endorsement in the identified hard to staff positions.</p> <p>Current teachers</p> <p>New hires</p>
<b>Compensation Type and Size</b>	<p><b>Compensation Type:</b> Bonus <b>Bonus Type:</b> Retention</p> <p><b>Compensation Amount:</b> Special Education (moderate needs) - \$3,000</p> <p>Special Education (cognitive needs) - \$4,000</p> <p>High School Mathematics, Chemistry, Physics, and Foreign Language - \$4,000</p> <p>High School ELA - \$3,000</p>
<b>Reach</b>	20
<b>Estimated Cost</b>	\$43,000
Instructional Roles or Responsibilities	
<b>Description</b>	<p>For elementary grades K-5, the district selects a grade level chairperson for each grade level. These leaders lead the development of curriculum pacing guides, intellectual preparation in lesson planning as well as student work and data analysis in weekly PLCs.</p> <p>For secondary grades 6-12, the district selects a department chairperson in each content area of ELA, Mathematics, Science, and Social Studies as well as a Ready Graduate lead at the high school. These teacher leaders lead the development of pacing guides, intellectual preparation for lesson planning, as well as PLCs that focus on student work and analysis of formative assessment throughout the school year.</p> <p><b>Number of Unique Roles:</b> 5 or more</p>
<b>Eligibility Criteria</b>	<p>Level of overall effectiveness (LOE)</p> <p>Individual TVAAS</p> <p>Teacher leaders have demonstrated exceptional learning outcomes (as demonstrated by both achievement and growth results) for students over several years.</p>
<b>Compensation Type and Size</b>	\$2,000

<b>Reach</b>	18
<b>Estimated Cost</b>	\$32,000
<b>Performance</b>	
<b>Description</b>	<p>The district provides two types of performance based awards that include: 1) individual single-year TVAAS teacher bonus, and 2) school-wide performance bonuses.</p> <p>1) Individual single-year TVAAS teacher bonus are provided to tested teachers in the amount of \$2,000 for Level 4 and \$3,000 for Level 5. PreK-2 teachers also receive the same bonus for their annual Portfolio results.</p> <p>2) All teachers are eligible to earn up to \$3,000 as part of the school-wide performance rubric that includes: school-wide TVAAS, AMO targets, graduation rate, ready graduate, ACT, and FAFSA completion metrics.</p>
<b>Eligibility Criteria</b>	<p><b>Eligible Teachers:</b> Tested teachers Non-tested teachers Portfolio teachers School Administrators</p> <p><b>Eligibility Criteria:</b> Individual TVAAS, portfolio growth score or alternative growth score- universal reading screener To receive any bonus teachers must be in attendance 93% of the school year.</p>
<b>Compensation Type and Size</b>	<p>Individual Growth Level 4 - \$2,000 Individual Growth Level 5 - \$3,000 School-wide Performance Rubric- \$3,000</p>
<b>Reach</b>	83
<b>Estimated Cost</b>	\$266,000

**Alternative Salary Schedule**

**Is the district implementing an alternative salary schedule?** No

**Education\***

The district only provides one step increase for an advanced degree ex: Master's degree. The district does not compensate teachers for additional advance degrees such as Ed.S or Ed.D.

**Other**

Principals and instructional supervisors are provided a bonus based on the same school-wide bonus rubric that is applicable to teachers.

Principals and instructional supervisors can earn up to \$9,000 for meeting school-wide goals that include: school-wide TVAAS, AMO targets, graduation rate, ready graduate, ACT, and FAFSA completion metrics.