

# Hollow Rock - Bruceton

## 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>	Foreign Language <b>Priority Areas: 9-12</b> (Math, Science, Special Education, Foreign Language)
<b>Eligibility Criteria</b>	Certified in content/grade area Bonus up to 2 years New hires
<b>Compensation Type and Size</b>	<b>Compensation Type:</b> Bonus <b>Bonus Type:</b> Signing/Recruitment <b>Compensation Amount:</b> \$2,000
<b>Reach</b>	2
<b>Estimated Cost</b>	\$4,000

### Instructional Roles or Responsibilities

<b>Description</b>	Lead Trainers: Leaders will be trained in areas of district's needs, Present information, Support professional development of teachers <b>Number of Unique Roles: 1</b>
<b>Eligibility Criteria</b>	Level of overall effectiveness (LOE) Individual TVAAS Required Teacher LOE 4 or 5 to apply
<b>Compensation Type and Size</b>	\$20/hr
<b>Reach</b>	3
<b>Estimated Cost</b>	\$1,500

### Performance

<b>Description</b>	*A Teacher can only receive one individual performance award State test results on TN ready assessments a teacher has 60% of students on track or mastered or growth of 20 percentage points 50% of students on track or mastered or growth of 15 percentage points 40% of students on track or mastered or growth of 10 percentage points 90% of student Industry R.C. Certification or College Credit 80% of student Industry R.C. Certification or College Credit 70% of student Industry R.C. Certification or College Credit _____ *Does not include Dual Enrollment Courses _____ Exemplary Status Reward School Teacher must complete a portfolio or Kindergarten State Approved Benchmark Assessment with a score of
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<b>Eligibility Criteria</b>	<p><b>Eligible Teachers:</b> Tested teachers Non-tested teachers Portfolio teachers</p> <p><b>Eligibility Criteria:</b> Level of overall effectiveness (LOE) Individual TVAAS, portfolio growth score or alternative growth score - universal reading screener School-level TVAAS District-level TVAAS</p>
<b>Compensation Type and Size</b>	<p>*A Teacher can only receive one individual performance award</p> <p>State test results on TN ready assessments a teacher has</p> <p>60% of students on track or mastered or growth of 20 percentage points \$1000</p> <p>50% of students on track or mastered or growth of 15 percentage points \$750</p> <p>40% of students on track or mastered or growth of 10 percentage points \$500</p> <p>90% of student Industry R.C. Certification or College Credit \$1000</p> <p>80% of student Industry R.C. Certification or College Credit \$750</p> <p>70% of student Industry R.C. Certification or College Credit \$500</p> <p>_____ *Does not include Dual Enrollment Courses_____</p> <p>Exemplary Status \$1000</p> <p>Reward School \$1000</p> <p>Teacher must complete a portfolio or Kindergarten State Approved Benchmark Assessment with a score of</p> <p>Level 5 \$1000</p> <p>Level 4 \$750</p>

<b>Reach</b>	10
<b>Estimated Cost</b>	\$20,000

**Alternative Salary Schedule**

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

**Education\***

  

**Other**