

Bartlett City Schools

2019-20 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 | We identify hard to staff positions based upon the limited applicant pool for these positions and the number of days it is posted before filled. Base pay increases are based upon our budgetary restraints. This is based upon state allocations and local funding. Salaries are our top priority. We desire to be the leader in the market—hiring and retaining the most Highly Effective Teachers and staff. During the current year, our hard to staff positions have been Math 9-12, Biology, and CTE- health science. Priority Areas: 5-8 (Math, Science, Reading/ELA, Special Education, Other), 9-12 (Math, Science, Reading/ELA, Special Education, Other) |
| Eligibility Criteria | Certified in content/grade area; Only new hires are eligible. |
| Compensation Type and Size | Compensation Type: Base Pay Increase Compensation Amount: \$2,000- \$10,000 each depending on what step and lane they are on. |
| Reach | 3 |
| Estimated Cost | \$400,000 |

| Instructional Roles or Responsibilities | |
|---|--|
| Description | Instructional Coaches (120), Professional Learning Leaders (15), High School Instructional Program Assistant (1), Instructional Technology Coach (8), Instructional Facilitators (8) Number of Unique Roles: 5 or more |
| Eligibility Criteria | Level of overall effectiveness (LOE); Individual TVAAS; Certified in content/grade area; Advanced degrees Strong leadership skills, 3 or more years of effective teaching, administrative licensing |
| Compensation Type and Size | Hourly stipend at \$23.88 per hour for additional hours worked. |
| Reach | 152 |
| Estimated Cost | \$1,200,000 |

| Performance | |
|-------------|--|
| N/A | |

| Alternative Salary Schedule | |
|-----------------------------|--|
|-----------------------------|--|

Is the district implementing an alternative salary schedule? No

| Education* | |
|------------|--|
|------------|--|

TSS = Teachers hired before 8/2/2013, are compensated fully for the degrees -- undergraduate, masters, +45, ED.S. and EDD on a step and lane schedule

DTSS = Teachers hired after 8/2/2013, are compensated for their undergraduate, masters, and EDD degrees on a step and lane schedule.

| Other | |
|-------|--|
|-------|--|

Stipend of \$3,000 annually provided for National Board Certified teachers.

**Education is not a differentiated pay element and does not count toward the mandated criteria.*

