

## Rutherford County Schools 2019-20 Differentiated Pay Plan

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

Hard to Staff (School, Subject, or Placement)	
<b>Description</b>	<b>Priority Areas: K-4</b> (ESL/ELL, Other (Board Certified Behavior Analysts)), <b>5-8</b> (Math, Science (Chemistry/Physics), ESL/ELL, Other (Board Certified Behavior Analysts)), <b>9-12</b> (Math, Science (Chemistry/Physics), ESL/ELL, Other (Board Certified Behavior Analysts))
<b>Eligibility Criteria</b>	Certified in content/grade area; Advanced degrees Only new hires are eligible.
<b>Compensation Type and Size</b>	<b>Compensation Type:</b> Bonus <b>Bonus Type:</b> Signing/Recruitment <b>Compensation Amount:</b> for Math, Sciences, World Language, and Behavior Analysts - \$3,000 with \$1,500 paid in the Fall and \$1,500 paid in the Spring. for ESL Teachers - \$1,500 with \$750 paid in the Fall and \$750 paid in the Spring.
<b>Reach</b>	63
<b>Estimated Cost</b>	\$160,000

### Instructional Roles or Responsibilities

N/A

### Performance

N/A

### Alternative Salary Schedule

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

### Education\*

Rutherford County's plan will have 3 on-going lanes for current and new teachers: BS, MA, and EDS/EDD/Other Doctorates. Our teachers in current lanes for M+30, EDS, and EDD will be grandfathered. The compensation for current teachers, who are not in one of the 3 grandfathered lanes, will be based on our salary schedule with 3 lanes. Compensation for new teachers will be based on our 3 lane schedule. Advanced degrees must be aligned to current duties.

The minimum certified salary base for Principals, Central Office Co-ordinators, and assistant superintendents will set at a Master's degree with 21 years of experience. The days worked, index, and any other factors will be applied to that minimum base. Also Principals, Central Office Co-ordinators, and assistant superintendents with an EDD or another acceptable doctorate will be eligible for the Doctorate lane that was grandfathered for 2014/15. (Other certified staff will be in the new EDS/EDD lane.) These changes were made to adequately compensate our less experienced staff in these positions and to help us recruit for these positions.

### Other

N/A

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