

Roane County Schools

2019-20 Differentiated Pay Plan

Hard-to-Staff	<input 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)

N/A

Instructional Roles or Responsibilities

Description

Teachers can receive up to 10 points to go toward their differentiated pay. Some of these points can be awarded for various roles and responsibilities such as the examples listed below.

Any additional role or responsibility* not listed can be submitted by the teacher for approval by the principal and central office. Roles must be submitted by August 30th of the current school year. Teachers can use the system-wide approval form found on the Roane County School's website. An updated list of approved roles, responsibilities, and their point values will be maintained by the Director of Schools.

Leadership

- RCEA/TEA officers and building reps
- Committee chairperson
- Team leader (data, grade level, SWPBS, AR, SACS, textbook, technology, etc.)
- Conference/ in-service/ staff development presenter
- Mobile crisis
- Performing arts leader (music, chorus, drama, etc.)
- School testing coordinator
- Mentoring New Teacher
- Facilitator/Leading a Tech Training

Committees

- Committee member
- Leadership committee
- SWPBS
- SACS
- Data
- Textbook
- Tech or 1:World

Any role or responsibility for which a teacher receives supplemental pay, in-service credit, professional development credit, or any other incentive cannot be counted toward differentiated pay points. All activities which will be counted toward points must take place before or after school. Total of 10 needed for \$500.

Breakdown of points

- Leadership roles: 3 points each
- Committee or team member roles: 2 points

- Club/organization member roles: 1 point
- Other 1-3 points

Number of Unique Roles: 5 or more

Eligibility Criteria	<p>Certified in content/grade area</p> <p>Any role or responsibility for which a teacher receives supplemental pay, inservice credit, PD points or other incentives will not be counted toward the differentiated pay points. All activities which will be counted toward points must take place before or after school hours.</p>
Compensation Type and Size	<p>Roles are assigned point values that contribute to the differentiated pay plan bonus</p> <ul style="list-style-type: none"> • Leadership roles: 3 points each • Committee or team member roles: 2 points <p>Each point is worth \$50 each with a 10 point maximum, meaning educators can earn up to \$500.</p>
Reach	480
Estimated Cost	\$168,000

Performance

N/A

Alternative Salary Schedule

Is the district implementing an alternative salary schedule? No

Education*

Each degree has a step increase and each step has an increase for up to 25 years.

Other

In an effort to retain effective teachers, support for the attainment of National Board Certification shall be at the rate of a \$4,000 salary increase upon National Board certification.

Teachers will be rewarded points based on the observational component of the TEAM evaluation that reach a level of 3, 4 or 5. Each point is worth \$50 each. Teachers may earn between \$50-150.

- Score of 3.0 - 3.4 = 1 point
- Score of 3.5 - 4.4 = 2 points
- Score of 4.5 - 5.0 = 3 points

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