

Putnam County Schools

2020-21 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 checked="" type="checkbox"/>

Hard to Staff (School, Subject, or Placement)	
Description	<p>As a district we accept the fact that certain classes are more difficult to staff. In recognition of this challenge, the Putnam County School System Model offers the following:</p> <ul style="list-style-type: none"> • An annual stipend of \$1,500 for positions deemed hard-to-staff due to specialized skills and demands of the position such as TRACS (Training in Responsibility, Accountability and Coping Skills) behavioral special education classes grades K-12. The \$1,500 stipend will be divided by 12 and paid in equal increments in each monthly payroll during the 2020-2021 school year. • Signing Bonus - A one-time payout of \$2,500 for positions deemed hard-to-staff according to the annual job market analysis each school year. The \$2,500 stipend will be paid in the first payroll following employment. (This is usually an area identified as course specific at the secondary level such as math or science.) Note - No area has been identified for the signing bonus for the 2020-2021 school year to date. <p>Priority Areas: K-4 (Special Education), 5-8 (Special Education), 9-12 (Math, Science, Special Education)</p> <p>Priority Areas: K-4 (Special Education), 5-8 (Special Education), 9-12 (Math, Science, Special Education)</p>
Eligibility Criteria	<p>Certified in content/grade area</p> <p>Current teachers and new hires are eligible.</p>
Compensation Type and Size	<p>Compensation Type: Bonus Bonus Type: Signing/Recruitment</p> <p>Compensation Amount: TRACS Stipend - An annual stipend of \$1,500 for positions deemed hard-to-staff due to specialized skills and demands of the position such as TRACS (Training in Responsibility, Accountability and Coping Skills) behavioral special education classes grades K</p>
Reach	7
Estimated Cost	\$10,500
Instructional Roles or Responsibilities	
Description	<p>1 - Math Instructional Coach - K-12</p> <p>1 - ELA Instructional Coach - 5-12</p> <p>1 - PK Coordinator/Instructional Coach - PK</p> <p>2 - Read To Be Ready Coaches - K-4 each are assigned to the elementary schools.</p> <p>65-75 - Lead and School Mentors</p>

Position: Math Specialist (Grades K-12)**Qualifications:**

- Valid Tennessee Teacher Certificate
- Bachelor's Degree or Higher (HQ Status)
- At least 5-years experience as a teacher
- Excellent organizational, communication, and interpersonal skills
- Able to plan and work within time schedules
- Experience in curriculum, planning, pacing, assessments, data, PLCs
- Strong knowledge of Math standards, processes, practices
- Strong understanding of RTI2 process including Tier 2 and Tier 3 instruction

Essential Duties & Responsibilities:

- Foster a Collaborative Culture of Support Educator Development and Student Learning utilizing group processes;
- Use collaborative culture to promote an environment of collegiality, trust, and respect that focuses on continuous improvement in instruction and student learning;
- Model effective skills in listening, presenting ideas, leading discussions, clarifying, mediating, and identifying needs of self and others in order to advance shared goals and professional learning;
- Employ facilitation skills to create trust among colleagues, develop collective wisdom, build ownership and action that supports student learning;
- Assist colleagues to access and use research to improve practice and student learning in order to select appropriate strategies to improve student learning;
- Facilitate and support teachers with the analysis of student and subgroup data, collection, interpretation of results with application of findings to improve teaching and learning;
- Collaborate with colleagues and school administrators to plan professional learning that is team-based, job-embedded, sustained over time, aligned with content standards, and linked to school/district improvement goals;
- Identify and use appropriate technologies to promote collaborative and differentiated learning;
- Collaborate and assist other departments to assist community, school, and district strategic goals and processes.

Position: ELA District Specialist (Grades 5-12)**Qualifications**

- Valid Tennessee Teacher Certificate
 - Bachelor's Degree or Higher (HQ Status)
 - At least 5-years experience as a teacher
 - Excellent organizational, communication, and interpersonal skills
 - Able to plan and work within time schedules
 - Experience in curriculum, planning, pacing, assessments, data, PLCs
 - Strong knowledge of Math standards, processes, practices
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- Strong understanding of RTI2 process including Tier 2 and Tier 3 instruction

Essential Duties & Responsibilities

- Foster a Collaborative Culture of Support Educator Development and Student Learning utilizing group processes;
- Use collaborative culture to promote an environment of collegiality, trust, and respect that focuses on continuous improvement in instruction and student learning;
- Model effective skills in listening, presenting ideas, leading discussions, clarifying, mediating, and identifying needs of self and others in order to advance shared goals and professional learning;
- Employ facilitation skills to create trust among colleagues, develop collective wisdom, build ownership and action that supports student learning;
- Assist colleagues to access and use research to improve practice and student learning in order to select appropriate strategies to improve student learning;
- Facilitate and supports teachers with the analysis of student and subgroup data, collection, interpretation of results with application of findings to improve teaching and learning;
- Collaborate with colleagues and school administrators to plan professional learning that is team-based, job-embedded, sustained over time, aligned with content standards, and linked to school/district improvement goals;
- Identify and use appropriate technologies to promote collaborative and differentiated learning;
- Collaborate and assist other departments to assist community, school, and district strategic goals and processes.

PK Coordinator/Instructional Coach

- The PK Coordinator/Instructional Coach is a self-motivated relationship builder with deep knowledge and experience in early reading instruction and some experience in instructional coaching.
 - Qualifications:
 - Bachelor's degree or higher in relevant field or Reading Specialist certificate (preferred but not required)
 - Deep knowledge of literacy development and instruction
 - Deep understanding of the Tennessee Academic Standards and the instructional shifts for English Language Arts
 - Experience as a reading specialist or reading teacher, with a record of student achievement
 - Experience working with adults and an understanding of how adults learn
 - Ability to work collaboratively with various stakeholders, including school and district leaders
 - Strategic thinker who uses evidence to make decisions
 - Strong planning and organizational skills
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- Strong oral and written communication skills; active listener
- Enthusiastic about giving and receiving feedback and helping others to learn and grow

Read to be Ready Specialist (Grades K-4)

- The Read to be Ready Specialist is a self-motivated relationship builder with deep knowledge and experience in early reading instruction and some experience in instructional coaching.
- Qualifications:
- Bachelor's degree or higher in relevant field or Reading Specialist certificate (preferred but not required)
- Deep knowledge of literacy development and instruction
- Deep understanding of the Tennessee Academic Standards and the instructional shifts for English Language Arts
- Experience as a reading specialist or reading teacher, with a record of student achievement
- Experience working with adults and an understanding of how adults learn
- Ability to work collaboratively with various stakeholders, including school and district leaders
- Strategic thinker who uses evidence to make decisions
- Strong planning and organizational skills
- Strong oral and written communication skills; active listener
- Enthusiastic about giving and receiving feedback and helping others to learn and grow

Lead Mentor Teacher

- Oversees and organizes activities between mentors and mentees; resolves any issues arising with support of mentee teacher; invites and encourages the participation of all related teachers; works well with team members and maintains productive relationships; and performs all duties of an active mentor with an assigned mentee as defined by the number of new teachers to the building.
- A minimum of three years teaching experience
- Principal recommendation
- Assist Principals in establishing Mentor/Mentee partnerships
- Leads monthly Mentor/Mentee meetings (Materials: Mentoring in the 21st Century)
- Submission of all required paperwork by due dates.

Mentor Teacher

- Mentor teacher goals entail (a) helping novice teachers gain competencies, confidence, realistic values, experience, etc. and grow into a fully-functioning, autonomous, and competent professional, (b) encouraging self-reliance and self-reflection, (c) supporting a commitment to the professional, and (d) promoting the realization of a dream. Must meet the following commitments:
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- A minimum of 20 contact hours with protégé/mentee
- Attendance at Mentor training or institute
- Completion of two formative surveys and one summative survey by due dates
- Submission of all required paperwork by due dates
- Participation as directed by the building level principal in meetings and activities involving their mentee

Enrichment Specialist

Determined by School Administration annually

Qualifications:

- Bachelor's degree or higher in relevant field
- Deep understanding of the Tennessee Academic Standards and the instructional shifts
- Experience working with adults and an understanding of how adults learn
- Ability to work collaboratively with various stakeholders, including school and district leaders
- Strategic thinker who uses evidence to make decisions
- Strong planning and organizational skills
- Strong oral and written communication skills; active listener
- Enthusiastic about giving and receiving feedback and helping others to learn and grow

Number of Unique Roles: 5 or more

Eligibility Criteria	Level of overall effectiveness (LOE); Individual TVAAS; Certified in content/grade area; Years of experience
Compensation Type and Size	Instructional Coaches - \$87,750 Lead and Site Mentors - \$500 Enrichment Specialist - 5 day additional contract plus \$1,000 Stipend
Reach	100
Estimated Cost	\$541,250

Performance

Description	Base Pay Increases based on TEAM Level of Effectiveness (LOE) Scores: TEAM Levels 1 - 5: <ul style="list-style-type: none"> • Level 5 (Significantly Above Expectations) = \$750 • Level 4 (Above Expectations) = \$625 • Level 3 (At Expectations) = \$500 • Level 2 (Below Expectations - 10 hours of personalized professional learning) = \$250 • Level 1 (Below Expectations) = \$0
Eligibility Criteria	Eligible Teachers: Tested teachers, nontested teachers Eligibility Criteria: Level of Overall Effectiveness (LOE) scores
Compensation Type and Size	Base Pay Increases based on TEAM Level of Effectiveness (LOE) Scores: TEAM Levels 1 - 5: <ul style="list-style-type: none"> • Level 5 (Significantly Above Expectations) = \$750 • Level 4 (Above Expectations) = \$625

- Level 3 (At Expectations) = \$500
- Level 2 (Below Expectations - 10 hours of personalized professional learning) = \$250
- Level 1 (Below Expectations) = \$0

Reach 100

Estimated Cost \$644,750

Alternative Salary Schedule

Is the district implementing an alternative salary schedule? Yes

Type: Annual base pay increases determined using evaluation criteria; Advanced degree payments determined using district specific criteria (i.e., district does not award increases for any and all advanced degrees)

Criteria: Level of overall effectiveness (LOE)

Advanced Degrees - Beginning with the 2016-17 school year, new hires will be compensated for up to two advanced degrees (Max = \$5,000).

- Masters Content Related \$2,500
- Masters Non Content Related \$1,000
- Doctorate Content Related \$2,500
- Doctorate Non Content Related \$1,000
- National Board Certification Content Related \$2,500

Base Pay Increases based on TEAM Level of Effectiveness (LOE) Scores:

TEAM Levels 1 - 5:

- Level 5 (Significantly Above Expectations) = \$750
- Level 4 (Above Expectations) = \$625
- Level 3 (At Expectations) = \$500
- Level 2 (Below Expectations - 10 hours of personalized professional learning) = \$250
- Level 1 (Below Expectations) = \$0

Reach: 100

Estimated Cost: \$644,750

Education*

Advanced Degrees - Beginning with the 2016-17 school year, new hires will be compensated for up to two advanced degrees (Max = \$5,000).

- Masters Content Related \$2,500
- Masters Non Content Related \$1,000
- EDS Content Related \$2,500
- EDS Non Content Related \$1,000
- Doctorate Content Related \$2,500
- Doctorate Non Content Related \$1,000
- National Board Certification Content Related \$2,500

Beginning 2016-17: Degree stipends are limited to two total in either category, or a combination of Advanced Content Related Degree, Advanced Non Content Related, and National Board Certification. Max payout = \$5,000.

Other

National Board Certification is considered the same as an advanced degree. National Board Certification is always considered content related and pays \$2,500 per year.

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