

Rhea County Schools

2020-21 Differentiated Pay Plan

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

Hard to Staff (School, Subject, or Placement)	
N/A	
Instructional Roles or Responsibilities	
N/A	
Performance	
Description	<p>The district incorporates a salary scale that uses evaluation criteria to provide base pay changes. A full description is attached in "Rhea County Salary Schedule 20" below.</p> <p>Performance Observation Scores increases in the following criteria: RHEA COUNTY PERFORMANCE CRITERIA 2020-21</p> <ol style="list-style-type: none"> 1. Teachers will move steps every year based on their own average observation score. 2. Teachers who score 1 or 2 will not move on the scale. 3. Teachers who score a 3 will move 1 step. 4. Teachers who score a 4 will move 2 steps. 5. Teachers who score a 5 will move 3 steps. 6. Teachers who have their own TVAAS score may choose to use that score instead of evaluation score. <p>Each step increase is worth \$400.00 in performance pay if available funds allow.</p>
Eligibility Criteria	<p>Eligible Teachers: Tested teachers, nontested teachers</p> <p>Eligibility Criteria: Observation score; Individual TVAAS or portfolio growth score</p>
Compensation Type and Size	<p>\$400 per step increase</p> <p>RHEA COUNTY PERFORMANCE CRITERIA 2020-21</p> <ol style="list-style-type: none"> 1. Teachers will move steps every year based on their own average observation score. 2. Teachers who score 1 or 2 will not move on the scale. 3. Teachers who score a 3 will move 1 step. 4. Teachers who score a 4 will move 2 steps. 5. Teachers who score a 5 will move 3 steps. 6. Teachers who have their own TVAAS score may choose to use that score instead of evaluation score.
Reach	351
Estimated Cost	\$165,560
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: Observation score; Individual TVAAS or portfolio growth score

There are three separate ranges for advanced degree placements in the Rhea County Salary Plan (Bachelor's Degree, Master's Degree, Advanced Degree). There is a base step increase of \$4000.00 for each degree.

- Bachelor's Degree STEP 0 \$36,600.00
- Master's Degree STEP 0 \$39,600.00
- Advanced Degree STEP 0 \$43,600.00
- System-Wide Degree STEP 0 \$48,600.00

A complete listing of the 2020 Salary Scale can be found in the Attachment listed below.

The district incorporates a salary scale that uses evaluation criteria to provide base pay changes. A full description is attached in "Rhea County Salary Schedule 20" below.

Performance Observation Scores increases in the following criteria:

RHEA COUNTY PERFORMANCE CRITERIA 2020-21

1. Teachers will move steps every year based on their own average observation score.
2. Teachers who score 1 or 2 will not move on the scale.
3. Teachers who score a 3 will move 1 step.
4. Teachers who score a 4 will move 2 steps.
5. Teachers who score a 5 will move 3 steps.
6. Teachers who have their own TVAAS score may choose to use that score instead of evaluation score.

Each step increase is worth \$400.00 in performance pay if available funds allow.

Reach: 351

Estimated Cost: \$165,560

Education*

There are three separate ranges for advanced degree placements in the Rhea County Salary Plan (Bachelor's Degree, Master's Degree, Advanced Degree.) There is a base step increase of \$4000.00 for each degree, i.e.

- Bachelor's Degree STEP 0 \$36,600.00
- Master's Degree STEP 0 \$39,600.00
- Advanced Degree STEP 0 \$43,600.00
- System-Wide Degree STEP 0 \$48,600.00

Other

N/A

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

**RHEA COUNTY PERFORMANCE CRITERIA
2020-21 Addendum B**

- 1. Teachers will move steps every year based upon their own average observation score.**
- 2. Teachers who score Level 1 or Level 2 will not move on the scale.**
- 3. Teachers who score a Level 3 will move 1 step.**
- 4. Teachers who score a Level 4 will move 2 steps.**
- 5. Teachers who score a Level 5 will move 3 steps.**

****Teacher who receive their own TVAAS data may choose to substitute this score if the level is great than the teacher's observation score.**