

Hollow Rock - Bruceton 2022-23 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 type="checkbox"/>

Hard to Staff (School, Subject, or Placement)	
Description	Foreign Language Priority Areas: 9-12 (Math, Science, Special Education, Foreign Language)
Eligibility Criteria	Certified in content/grade area Bonus up to 2 years New hires
Compensation Type and Size	Compensation Type: Bonus Bonus Type: Signing/Recruitment Compensation Amount: \$2,000
Reach	2
Estimated Cost	\$4,000
Instructional Roles or Responsibilities	
Description	Lead Trainers: Leaders will be trained in areas of district's needs, Present information, Support professional development of teachers Number of Unique Roles: 1
Eligibility Criteria	Level of overall effectiveness (LOE) Individual TVAAS Required Teacher LOE 4 or 5 to apply
Compensation Type and Size	\$20/hr
Reach	3
Estimated Cost	\$1,500
Performance	
Description	*A Teacher can only receive one individual performance award State test results on TN ready assessments a teacher has 60% of students on track or mastered or growth of 20 percentage points 50% of students on track or mastered or growth of 15 percentage points 40% of students on track or mastered or growth of 10 percentage points 90% of student Industry R.C. Certification or College Credit 80% of student Industry R.C. Certification or College Credit 70% of student Industry R.C. Certification or College Credit _____*Does not include Dual Enrollment Courses_____ Exemplary Status Reward School Teacher must complete a portfolio or Kindergarten State Approved Benchmark Assessment with a score of

Eligibility Criteria	Eligible Teachers: Tested teachers Non-tested teachers Portfolio teachers Eligibility Criteria: Level of overall effectiveness (LOE) Individual TVAAS or portfolio growth score School-level TVAAS District-level TVAAS (Required Teacher LOE 3, 4 or 5 to apply) LOE is Level of effectiveness A Teacher can only receive one individual performance award College and Career Ready award Does not include Dual Enrollment Courses	
Compensation Type and Size	*A Teacher can only receive one individual performance award State test results on TN ready assessments a teacher has 60% of students on track or mastered or growth of 20 percentage points \$500 50% of students on track or mastered or growth of 15 percentage points \$350 40% of students on track or mastered or growth of 10 percentage points \$250 90% of student Industry R.C. Certification or College Credit \$500 80% of student Industry R.C. Certification or College Credit \$350 70% of student Industry R.C. Certification or College Credit \$250 _____ *Does not include Dual Enrollment Courses _____ Exemplary Status \$500 Reward School \$500 Teacher must complete a portfolio or Kindergarten State Approved Benchmark Assessment with a score of Level 5 \$500 Level 4 \$400	
Reach	10	
Estimated Cost	\$5,000	
Alternative Salary Schedule		
<i>Is the district implementing an alternative salary schedule?</i> No		
Education*		
See attached Salary Schedule 2022-23		
Other		