

## Robertson County 2022-23 Differentiated Pay Plan

Hard-to-Staff	<input checked="" 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)	
<b>Description</b>	<p>The district will offer a yearly bonus for teachers in the hard-to-staff schools of Springfield High, Springfield Middle, and Robertson County Phoenix Academy. These schools have significant populations of historically disadvantaged students and low teacher retention rates. To be eligible to receive this bonus, newly hired teachers must be fully endorsed and assigned to teach in the high needs subject areas of math, chemistry, physics, speech/language (other), and special education. Half of the bonus will be paid in the teacher's first check, and the final half will be paid in the teacher's May check.</p> <p><b>Hard-to-Staff Subject Areas Grades 7-12:</b> New hires at Greenbrier High, Greenbrier Middle, Coopertown Middle, East Robertson High, Jo Byrns High, Robertson County Phoenix Academy, and White House Heritage who teach the hard-to-fill subject areas of math, chemistry, physics, speech/language (other), special education, and ELL will receive a one-time signing bonus of \$1000. Half of the bonus will be paid in the teacher's first check, and the final half will be in the teacher's May check.</p> <p><b>Hard-to-Fill Subject Areas Grades K-5:</b> New hires at Cheatham Park Elementary, Coopertown Elementary, Crestview Elementary, East Robertson Elementary, Greenbrier Elementary, Jo Byrns Elementary, Robert F. Woodall Elementary, Watauga Elementary, Westside Elementary, and White House Heritage Elementary who teach hard-to-fill subject areas of speech/language (other), special education, and ELL will receive a one-time \$1000 signing bonus. Half of the bonus will be paid in the teacher's first check, and the final half will be in the teacher's May check.</p> <p><b>Priority Areas: K-4 (ESL/ELL, Special Education), 5-8 (Math, ESL/ELL, Special Education), 9-12 (Science, ESL/ELL, Special Education)</b></p>
<b>Eligibility Criteria</b>	<p>Certified in content/grade area Certification in content/grade area is required. Current teachers New hires</p>
<b>Compensation Type and Size</b>	<p><b>Compensation Type:</b> Bonus <b>Bonus Type:</b> Signing/Recruitment Retention <b>Compensation Amount:</b> Pre-K SPED Teacher (9) \$1,000 7-12 Math Teacher (22) \$1,000 SPED Teacher (64) \$1,000</p>

	<p>Middle and High School SPED Teacher at Hard-to-staff Schools (7) \$2,000</p> <p>7-12 Science Teacher (3) \$1,000</p> <p>7-12 Biology Teacher at Hard-to-Staff Schools (3) \$2,000</p> <p>Spanish Teacher (5) \$1,000</p>
<b>Reach</b>	113
<b>Estimated Cost</b>	\$123,000
<b>Instructional Roles or Responsibilities</b>	
<b>Description</b>	<p><b>Instructional Coaches:</b> Responsibilities include observing teachers and providing feedback, developing professional development based on teacher need and student data, and assisting teachers in aligning their curriculum and utilizing student data.</p> <p><b>Literacy Leaders (K-8 Literacy):</b> These teachers are classroom teachers that have been hired by the district to train in the summer, and then redeliver fifteen hours of professional development during built-in professional development days during the school year to all other teachers in the district. This program provides ongoing, site-based, professional development to the teachers. Literacy Leaders' responsibilities also include a model classroom component.</p> <p><b>Teacher Leaders (6-8 Math, Science, Social Studies; and 9-12 ELA, Math, Science and Social Studies):</b> These teachers are classroom teachers that have been hired by the district to train in the summer and redeliver fifteen hours of professional development during the professional development days during the school year to all other teachers in the district. This program provides on-going, site-based professional development to the teachers.</p> <p><b>Number of Unique Roles: 3</b></p>
<b>Eligibility Criteria</b>	<p>Level of overall effectiveness (LOE)</p> <p>Individual TVAAS</p> <p>Certified in content/grade area</p> <p>Years of experience</p> <p>Literacy leaders and instructional coaches also have an application and interview process. All three unique instructional roles also include principal recommendations.</p>
<b>Compensation Type and Size</b>	<p>Literacy Leaders (31) \$3,000 annual stipend</p> <p>Instructional Coaches (25) \$3,000 annual stipend</p> <p>Teacher Leaders (53) \$2200 annual stipend</p>
<b>Reach</b>	109
<b>Estimated Cost</b>	\$284,600
<b>Performance</b>	
N/A	
<b>Alternative Salary Schedule</b>	
<i>Is the district implementing an alternative salary schedule?</i> No	
<b>Education*</b>	
The following advanced degrees receive additional compensation: MA, Ed.S., and Ed.D.	
<b>Other</b>	

