

## Jefferson County 2022-23 Differentiated Pay Plan

Hard-to-Staff	<input 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)

N/A

#### Instructional Roles or Responsibilities

<b>Description</b>	<ul style="list-style-type: none"> <li>• Instructional Coaches: These coaches will support teachers and plan PD opportunities and intervention strategies to support classroom teachers in direct instruction and improvement strategies aligned to teacher evaluation. Coaches will also work to ensure the appropriate use of high-quality instructional materials.</li> <li>• Content Specialists: These specialists collaborate with the instructional coaches and provide PD for teachers and help to procure instructional resources to implement State content standards. Content specialists will also work to ensure the appropriate implementation and use of high-quality instructional materials.</li> <li>• Teacher Mentors: These roles are annually assigned to support new employees for 1-2 years to assist in acclimation to the district. This also provides additional support to those new to the profession. A minimum of 30 hours is logged annually</li> </ul> <p><b>Number of Unique Roles: 3</b></p>
--------------------	--

<b>Eligibility Criteria</b>	<p>Level of overall effectiveness (LOE)</p> <p>Certified in content/grade area</p> <p>Generally, these roles are for employees that have a track record of student growth and use of best practices. They have a reputation among their peers for excellent instructional practices.</p>
-----------------------------	--

<b>Compensation Type and Size</b>	<p>Instructional Coaches: \$2,448 annually x 10 positions = \$24,448</p> <p>Content Specialist: \$5,100 annually x 2 positions = \$10,200</p> <p>Teacher Mentor: \$500 over two years (varies each year)</p>
-----------------------------------	--

<b>Reach</b>	50
--------------	----

<b>Estimated Cost</b>	\$95,000
-----------------------	----------

#### Performance

<b>Description</b>	<p>Jefferson County certified employees receive an annual evaluation using the Project Coach model. The Project-Coach model provides an end of year score of 1-4 which is then converted to align with the state's 1-5 scoring system. Once a summative evaluation score is assigned, teachers are advanced on the pay-scale based on their performance.</p> <p>Teachers are compensated using the following:</p> <ul style="list-style-type: none"> <li>▪ Evaluation Score of "1" - Remains Same</li> <li>▪ Evaluation Score of "2" - Remains Same</li> </ul>
--------------------	--

- Evaluation Score of "3" - Advances 1 Step (\$300)
  - Evaluation Score of "4" - Advances 2 Steps (\$600)
  - Evaluation Score of "5" - Advances 3 Steps (\$900)
- Teachers with a higher individual TVAAS scores than the evaluation score will move accordingly.

<b>Eligibility Criteria</b>	<p><b>Eligible Teachers:</b> Tested teachers Non-tested teachers Portfolio teachers School administrators Other instructional staff</p> <p><b>Eligibility Criteria:</b> Individual TVAAS or portfolio growth score Other: Teacher Observation Score</p> <p>Teachers receive performance pay based on individual observation score or individual TVAAS. Teachers receive the higher of the two scores.</p>
<b>Compensation Type and Size</b>	Each step increase is worth \$300 in performance pay.
<b>Reach</b>	516
<b>Estimated Cost</b>	\$330,000

#### 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

New Employees to Jefferson County School

- Prospective employees will be informed of their placement on the salary schedule prior to beginning work for JCS.

Human Resources, in collaboration with the Director of Schools, will assign appropriate step assignment based on information from the application packets.

Degree Advancement categories are Bachelor's, Master's, and Advanced. Increase for advanced degrees equal \$4,000.

Observation score, Individual TVAAS or portfolio growth score

Base salary scale changes occurred for the 2022-2023 school year in which the minimum base pay for 0 years of experience was raised to \$41,200 Bachelors/ \$45,200 Masters/ \$49,200 Advanced.

Implementation of the Alternative Salary Schedule is planned for implementation prior to the 2022-2023 school year. Teachers will be placed on the 90-step scale based on their current salary, years of experience, and degree. In compliance with Tennessee state law which states that a teacher's compensation cannot be decreased, no teacher will be financially harmed in this transition. The school board voted to adopt this 90 Step Salary Scale change in a public meeting.

The Jefferson County local finance department ensures that all certified staff received an increase in pay during the conversion process. Following an approved 90 Step Pay Scale, JCS will post the scale on website, in handouts to employees, and through a PowerPoint at professional development sessions.

Educators will be eligible for additional compensation for advanced degrees if the degree is aligned to the duties, will result in an added endorsement, or is in supervision and administration or curriculum and instruction. Teachers pursuing an advanced degree must notify HR prior to

beginning the program for approval of recognition. Degrees earned and proof reported to JCS by September 1 will be honored with a pay increase for the entire school year, and degrees earned and reported to JCS by January 1st will be paid out at 50% for the second half of the school year. CTE Industry Certifications or years of service in field of study may be considered.

Jefferson County certified employees receive an annual evaluation using the Project Coach model. The Project-Coach model provides an end of year score of 1-4 which is then converted to align with the state's 1-5 scoring system. Once a summative evaluation score is assigned, teachers are advanced on the payscale based on their performance.

Teachers are compensated using the following:

- Evaluation Score of "1" - Remains Same
- Evaluation Score of "2" - Remains Same
- Evaluation Score of "3" - Advances 1 Step (\$300)
- Evaluation Score of "4" - Advances 2 Steps (\$600)
- Evaluation Score of "5" - Advances 3 Steps (\$900)

Teachers with a higher individual TVAAS scores than the evaluation score will move accordingly.

---

**Reach:** 516

---

**Estimated Cost:** \$330,000

---

**Education\***

Payment is added to their base pay and recognized in the "advanced degree" column on the alternative pay-scale.

---

**Other**