

## Cheatham 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>   | Riverside Academy is a K-12 Hybrid School. Teachers will teach the core subjects of Math, Science, Reading/ELA, and Special Education in grades 5-12. These teachers will provide a low student/teacher ratio to at-risk students which is not provided in a traditional school.<br><b>Priority Areas: K-4</b> (Math, Science, Reading/ELA, Special Education), <b>5-8</b> (Math, Science, Reading/ELA, Special Education), <b>9-12</b> (Math, Science, Reading/ELA, Special Education) |
| <b>Eligibility Criteria</b>  | Certified in content/grade area<br>Years of experience<br>Riverside Academy Teachers<br>Current teachers<br>New hires   |
| <b>Compensation Type and Size</b>                                      | <b>Compensation Type:</b> Base Pay Increase <b>Bonus Type:</b><br><b>Compensation Amount:</b> Supplement of \$4,000 per year  |
| <b>Reach</b>   | 9   |
| <b>Estimated Cost</b>  | \$35,999  |
| Instructional Roles or Responsibilities                                |   |
| <b>Description</b>   | The district will implement testing and media roles and responsibilities. The Testing role will be responsible for testing and the implementation and ensuring the data is correct. The media specialist will be responsible for communication and highlights for each individual school.<br>Both positions will be filled with highly effective teachers.<br><b>Number of Unique Roles:</b> 5 or more  |
| <b>Eligibility Criteria</b>  | Level of overall effectiveness (LOE)<br>Individual TVAAS<br>Certified in content/grade area<br>Attendance minimum (i.e., miss no more than 12 days)<br>Years of experience<br>Both positions will be filled with highly effective teachers.   |
| <b>Compensation Type and Size</b>                                      | \$25 per hour - annual stipend. \$1,000 for Testing and \$500 for media   |
| <b>Reach</b>   | 25  |
| <b>Estimated Cost</b>  | \$19,000  |
| Performance  |   |
| N/A  |   |
| Alternative Salary Schedule  |   |
| <i>Is the district implementing an alternative salary schedule?</i> No |   |
| Education*   |   |

EDS and EDD - columns are included in the salary matrix for teachers.

**Other**