

## Rutherford County 2023-24 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>  | <b>Priority Areas: 5-8</b> (Math, Science, Reading/ELA, ESL/ELL, Special Education), <b>9-12</b> (Math, Science, Reading/ELA, ESL/ELL, Special Education)                                     |
| <b>Eligibility Criteria</b>   | Certified in content/grade area<br>New hires  |
| <b>Compensation Type and Size</b>   | <b>Compensation Type:</b> Bonus <b>Bonus Type:</b> Signing/Recruitment<br><b>Compensation Amount:</b> A one-time signing bonus of \$4,000; paid \$2,000 in the fall and \$2,000 in the spring |
| <b>Reach</b>  | 150   |
| <b>Estimated Cost</b>   | \$275,000   |
| Instructional Roles or Responsibilities   |   |
| <b>Description</b>  | Teacher coach positions: facilitate professional development and mentor new teachers (up to 3 years) as well as teachers new to the district<br><b>Number of Unique Roles:</b> 5 or more      |
| <b>Eligibility Criteria</b>   | Certified in content/grade area   |
| <b>Compensation Type and Size</b>   | \$2,000 annual supplement   |
| <b>Reach</b>  | 102   |
| <b>Estimated Cost</b>   | \$204,000   |
| Performance   |   |
| N/A   |   |
| Alternative Salary Schedule   |   |
| <b>Is the district implementing an alternative salary schedule?</b> No  |   |
| Education*  |   |
| RCS compensates additional pay for educators obtaining MA, MA+45, Ed.D and Ph.D degrees. See link below for 2022-23 salary schedule for details |   |
| Other   |   |