

## Coffee County Schools

### 2018-19 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>	A position that has fewer than 3 applications and/or zero acceptable applicants and is one of the accountability courses. <b>Priority Areas: K-4, 5-8, 9-12 (Other)</b>
<b>Eligibility Criteria</b>	Level of Overall Effectiveness (LOE), Certified in content/grade area Current teachers & New hires
<b>Compensation Type and Size</b>	<b>Compensation Type:</b> Bonus <b>Bonus Type:</b> Signing/Recruitment Retention <b>Compensation Amount:</b> \$2,000. \$1,000 at signing and \$1,000 at the end of the school year when evidence of satisfactory evaluation results are available. The current staff certified and teaching in those areas will receive \$1,000 as a retention bonus.
<b>Reach</b>	3
<b>Estimated Cost</b>	\$25,000
Instructional Roles or Responsibilities	
<b>Description</b>	Stipend paid to teachers who serve in leadership roles such as PLC facilitators, data team leaders, mentors, or content area leaders <b>Number of Unique Roles:</b> 5 or more
<b>Eligibility Criteria</b>	Level of Overall Effectiveness (LOE) Individual TVAAS Certified in content/grade area
<b>Compensation Type and Size</b>	\$500.00
<b>Reach</b>	43
<b>Estimated Cost</b>	\$26,000
Performance	
N/A	
Alternative Salary Schedule	
<b>Is the district implementing an alternative salary schedule?</b> No	
Education*	
Coffee County recognizes MA, MS, ED.S, ED.D, PhD for all current and new hires. Masters +30 was closed to new participants as of 14-15. Current MS+30 will continue until retirement or resignation	
Other	
N/A	

\*Education is not a differentiated pay element and does not count toward the mandated criteria.