

Roane County Schools

2018-19 Differentiated Pay Plan

Hard-to-Staff	<input 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)

N/A

Instructional Roles or Responsibilities

Description

Leadership

- RCEA/TEA officers and building reps
- Committee chairperson
- Team leader (data, grade level, SWPBS, AR, SACS, textbook, technology, etc.)
- Conference/ in-service/ staff development presenter
- Mobile crisis
- School testing coordinator
- Facilitating/leading a technology training
- Mentoring a new teacher

Committees

- Committee member
- Leadership committee
- SWPBS
- SACS
- Data
- Textbook

Other

- School website administrator/ PR person (2 points)
- Summer training (up to 3)

Number of Unique Roles: 5 or more

Eligibility Criteria

Any role or responsibility for which a teacher receives supplemental pay, in-service credit, PD points or other incentives will not be counted toward the differentiated pay points. All activities which will be counted toward points must take place before or after school hours.

Compensation Type and Size

Roles are assigned point values that contribute to the differentiated pay plan bonus
 Leadership roles: 3 points each
 Committee or team member roles: 2 points
 Each point is worth \$50 each with a 10 point maximum meaning educators can earn up to \$500.

Reach

460

Estimated Cost

\$161, 000

Performance

N/A

Alternative Salary Schedule

Is the district implementing an alternative salary schedule? No

Education*

Funding of the current salary table will be provided including step raises and advanced degrees earned by employees. Degrees include: BA, MA, MA +30, EDS and DR.

Other

In an effort to retain effective teachers, support for the attainment of National Board Certification shall be at the rate of a \$4,000 salary increase upon National Board certification.

Attendance:

Teacher are awarded 3 points for perfect attendance and 1 point if only 1/2 day up to 5 sick days are taken (excluding professional days, personal days, maternity leave, bereavement days, or FMLA)

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