

Wilson County Schools

2019-20 Differentiated Pay Plan

Hard-to-Staff	<input checked="" 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)	
Description	A one-time \$3,000 signing bonus will be given to select new hires teaching in one or more of the following areas: Chemistry, ESL, Upper Division Mathematics, Physics, Special Education, and World Languages. Priority Areas: K-4 (ESL/ELL, Special Education), 5-8 (ESL/ELL, Special Education), 9-12 (Math, Science, ESL/ELL, Special Education, Other)
Eligibility Criteria	<ul style="list-style-type: none"> The teacher must be fully certified and endorsed in the subject area, and possess a valid Tennessee Teaching License. Teachers on a waiver or permit are not eligible. Teachers receiving the bonus must sign a contractual agreement adhering to the terms noted in the 2019-2020 Signing Bonus Eligibility Criteria and commit to working for Wilson County Schools for five years. The teacher must remain employed with Wilson County Schools for a period of no less than five consecutive years after hire unless the system determines that it is not in its interest to employ the teacher. Failure to remain employed with Wilson County Schools for five years will result in the employee being required to reimburse the system up to 100% of the bonus on a prorated scale. The teacher must be new to Wilson County Schools. If returning to Wilson County Schools, the teacher must not have previously taught in any of the hard-to-staff areas as designated in this plan. The teacher will be paid in two equal payments (less applicable taxes) at the completion of the first semester and after successful completion of the second semester. The signing bonus is contingent on final employment approval. New hires are eligible.
Compensation Type and Size	Compensation Type: Signing/Recruitment Bonus Type: Signing/Recruitment Compensation Amount: \$3,000 - # given still being determined.
Reach	14
Estimated Cost	\$75,000
Instructional Roles or Responsibilities	
Description	<ul style="list-style-type: none"> Digital Teacher Leaders - coach and model instructional technology, assist principals in improving digital effectiveness, provide support for all IT programs, and provide professional learning. Mentors - meet with assigned teachers monthly, coordinate weekly check-ins for day-to-day questions, and provide support in non-evaluative, feedback-centered evaluations. Portfolio Reviewers - provide specialized training in the portfolio

process for either preK-2 or PE, meet with content level supervisors, provide support for teachers participating in the portfolio evaluation process.

- NTI Presenters - Present professional development to our New Teacher Induction group.

Number of Unique Roles: 4

Eligibility Criteria	Level of overall effectiveness (LOE); Individual TVAAS; Certified in content/grade area; Years of experience It varies per role.
Compensation Type and Size	Digital Teacher Leaders - 25 x \$1,500 (\$37,500.00) Mentors - Budgeting 75 x AMT VARIES \$500-\$1,000 (\$55,000) Portfolio Reviewers - Budgeting 10 x AMT VARIES \$500-\$1,000 (\$8,500) NTI Presenters- Budgeting 7 x AMT VARIES (\$3,000)
Reach	118
Estimated Cost	\$104,000

Performance

Description	Annual base pay increases determined using Level of Overall Effectiveness (LOE). In place of step raises each year, a teacher is eligible for a raise based on their TEAM overall level of effectiveness score. The raise is added to the base salary.
Eligibility Criteria	Eligible Teachers: All teachers Eligibility Criteria: Level of Overall Effectiveness (LOE)
Compensation Type and Size	LOE 5 - \$1,100 increase LOE 4 - \$900 increase LOE 3 - \$600 increase All other teachers receive a \$400 increase.
Reach	1,288
Estimated Cost	\$1,207,810

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: Level of overall effectiveness (LOE)

LOE 5 - \$1,100 increase

LOE 4 - \$900 increase

LOE 3 - \$600 increase

All other teachers receive a \$400 increase.

One-time \$3,000 increase to base pay for an additional degree beyond Bachelors degree.

Reach: 1,288

Estimated Cost: \$1,207,810

Education*

One-time \$3,000 increase to base pay for an additional degree beyond Bachelors degree.

N/A

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