

## Grainger 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 type="checkbox"/>

Hard to Staff (School, Subject, or Placement)	
<b>Description</b>	As the need arises, hard to staff positions would be eligible for the incentive. Currently, there is a math position open for the 2019-20 school year. <b>Priority Areas: 5-8 (Math), 9-12 (Math)</b>
<b>Eligibility Criteria</b>	Certified in content/grade area; Unable to fill positions Current teachers and new hires are eligible.
<b>Compensation Type and Size</b>	<b>Compensation Type:</b> Base Pay Increase <b>Compensation Amount:</b> \$2,500
<b>Reach</b>	1
<b>Estimated Cost</b>	\$2,500
Instructional Roles or Responsibilities	
<b>Description</b>	The district will have additional roles and responsibilities that include but not limited to: <ul style="list-style-type: none"> <li>mentoring,</li> <li>extra duties in staff development,</li> <li>teacher leadership roles,</li> <li>and other additional duties as needed.</li> </ul> <b>Number of Unique Roles: 4</b>
<b>Eligibility Criteria</b>	Chosen Based on Need; Teacher leaders will be selected from a pool of high-performing staff, as determined by multiple measures such as overall effectiveness and growth.
<b>Compensation Type and Size</b>	\$22.00 per hour
<b>Reach</b>	5
<b>Estimated Cost</b>	\$5,000
Performance	
<b>Description</b>	Updated May 2020: Due to COVID-19 school closures and no evaluation or testing data for 2019-20, the district elected to give all educators a \$100 bonus for the system receiving a "satisfactory" accountability designation in 2019. Based on the district accountability designation; System must be Exemplary or Advancing level to receive.
<b>Eligibility Criteria</b>	<b>Eligible Teachers:</b> Tested teachers; Non-tested teachers; Portfolio teachers; School administrators; Other instructional staff <b>Eligibility Criteria:</b> District-level accountability designation - System must achieve Exemplary or Advancing level to receive.
<b>Compensation Type and Size</b>	\$150 per Staff member
<b>Reach</b>	182

**Estimated Cost** \$27,300

**Alternative Salary Schedule**

***Is the district implementing an alternative salary schedule?*** No

**Education\***

Paid for all advanced degrees: BA, MA, MA +30, MA +45, Ed.S., and DR.

**Other**

**N/A**

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