

## Grainger County Schools

### 2021-22 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>	During the 2019-2020 school year, I had two vacant high school math positions that were never filled by teachers endorsed by the Tennessee Department of Education in that field. Our plan included a bonus for high school math teachers, but the bonus was not substantial enough to recruit high school math teachers. During the 2021-2022 school year, I plan on offering an incentive up to \$6,000 for a high school math teacher that will commit to at least three years with Grainger County Schools. <b>Priority Areas: 9-12 ( Math)</b>
<b>Eligibility Criteria</b>	Certified in content/grade area; The teacher must have a Tennessee teaching license with a high school math endorsement; 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> A minimum of \$2,000 and maximum of \$6,000 depending on the length of time that the teacher will commit to teaching in Grainger County Schools.
<b>Reach</b>	3
<b>Estimated Cost</b>	\$18,000
Instructional Roles or Responsibilities	
N/A	
Performance	
N/A	
Alternative Salary Schedule	
<b>Is the district implementing an alternative salary schedule?</b> No MA, MA+30, EDS, EDD/PHD	
Other	
The aforementioned \$8,000 that is being paid to a high school principal to also serve as CTE Director during the 2021-2022 school year. He will work extra days for this extra compensation.	

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