

Bells City School District 2021-22 Differentiated Pay Plan

Hard-to-Staff	<input checked="" type="checkbox"/>
Instructional Roles	<input type="checkbox"/>
Performance	<input checked="" type="checkbox"/>
Alternative Salary Schedule	<input type="checkbox"/>

Hard to Staff (School, Subject, or Placement)	
Description	The District will offer a salary supplement in the hard-to-staff area of speech/language pathologist. Priority Areas: K-4 (Speech/Language Pathologist), 5-8 Speech/Language Pathologist), 9-12 (Speech/Language Pathologist)
Eligibility Criteria	Only current teachers are eligible.
Compensation Type and Size	Compensation Type: Base Pay Increase Compensation Amount: Speech/Language Pathologist (1) x \$3,203.00
Reach	1
Estimated Cost	\$3,203
Instructional Roles or Responsibilities	
N/A	
Description	Using school-wide TVAAS data, teachers and administrators in Pre-K - 5 will be eligible to receive a bonus based on the applicable school's TVAAS Composite score of 4 or 5.
Eligibility Criteria	Eligible Teachers: Tested teachers; Non-tested teachers; School administrators Eligibility Criteria: School-level TVAAS
Compensation Type and Size	The bonus will be given to qualifying teachers and school administrators in Pre-K -5 based on the applicable school-wide TVAAS Composite Data. Composite Score of 5 = \$300 bonus; Composite Score of 4 = \$200 bonus.
Reach	34
Estimated Cost	\$11,700
Alternative Salary Schedule	
Is the district implementing an alternative salary schedule? No	
Education*	
BCSD established a two tier pay scale - Bachelor's and Advanced (M.A. /higher) in 2018. Any teacher with a degree higher than a Master's degree remained in their category (M.A. +30 or EDS). From 2018, any teacher who earns their +30 or EDS is paid a one time bonus.	
Other	
N/A	

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