

Bradley County 2022-23 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)	
Description	Bradley County will offer a signing bonus for new teachers in the hard-to-staff positions in secondary German and French. We will also be offering signing bonuses for K-12 school psychologists and speech-language pathologists. The award will be given as a two-part bonus. \$500 at the beginning of the fall semester and \$500 at the beginning of the spring semester. Priority Areas: K-4 (School Psychology, Special Education), 5-8 (School Psychology, Special Education), 9-12 (School Psychology, Fine Arts, Special Education)
Eligibility Criteria	Certified in content/grade area New hires
Compensation Type and Size	Compensation Type: Bonus Bonus Type: Signing/Recruitment Compensation Amount: The award will be given as a two-part bonus with \$500 awarded at the beginning of each semester for a total of \$1,000. It is estimated that 6 teachers will be awarded this bonus but we will know more as we get closer to the school year beginning.
Reach	6
Estimated Cost	\$6,000
Instructional Roles or Responsibilities	
Description	The compensation will be given yearly in the form of the stipend to the teachers who will serve in roles: *math teacher leaders to facilitate professional development and review best instructional practices; *literacy team members to review best instructional practices and develop professional development; *technology/communication lead to facilitate additional responsibilities in the district; *stem teacher leaders to facilitate additional responsibilities at each stem school; *elementary/secondary teachers to facilitate district wide special projects; Number of Unique Roles: 3
Eligibility Criteria	Level of overall effectiveness (LOE) Individual TVAAS Certified in content/grade area
Compensation Type and Size	15 elementary and secondary math teachers will each be given a stipend in the amount of \$1,000 for the role of math teacher leader.

This is a total of \$15,000.
15 elementary teachers will be given a stipend in the amount of \$500 each for the role of bein

Reach 38

Estimated Cost \$29,000

Performance

N/A

Alternative Salary Schedule

Is the district implementing an alternative salary schedule? No

Education*

It is reflected in our salary schedule for 2022-2023 with increases for advanced degrees.
Advanced degrees recognized are MA, MA+30, EDS, Ed.D, PH.D

Other

Each teacher that is Board Certified will receive a \$000 stipend in their check (usually in February).
We currently have 2 teachers who have this.