

## Bradley County 2023-24 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>	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. <b>Priority Areas: K-4</b> (School Psychology, Special Education), <b>5-8</b> (School Psychology, Special Education), <b>9-12</b> (School Psychology, Fine Arts, Special Education)
<b>Eligibility Criteria</b>	Certified in content/grade area New hires
<b>Compensation Type and Size</b>	<b>Compensation Type:</b> Bonus <b>Bonus Type:</b> Signing/Recruitment <b>Compensation Amount:</b> 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.
<b>Reach</b>	6
<b>Estimated Cost</b>	\$6,000
Instructional Roles or Responsibilities	
<b>Description</b>	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; *Mentor teachers for the grow your own program; *teachers to develop curriculum maps at elementary level; *teachers to develop curriculum guides at high school level; *teachers to develop ACT prep curriculum guides at the high school level; <b>Number of Unique Roles:</b> 5 or more

<b>Eligibility Criteria</b>	Level of overall effectiveness (LOE) Individual TVAAS Certified in content/grade area
<b>Compensation Type and Size</b>	*Math teacher leaders (15) x \$1,000 *Literacy team leaders (15) x \$500 *Technology coaches (3) x \$1,000 *Stem teacher leaders (5) x \$500 *Special projects coordinators (2) x \$1,000 *Grow Your Own mentor teachers (3) x \$500 *Curriculum map developer - elementary (2) x \$900 *Curriculum guide developer - secondary (4) x \$1,800 *Class management video producer (1) x \$500 *ACT prep curriculum guide developer - secondary (13) x \$1,000
<b>Reach</b>	63
<b>Estimated Cost</b>	\$54,000
<b>Performance</b>	
N/A	
<b>Alternative Salary Schedule</b>	
<b><i>Is the district implementing an alternative salary schedule?</i></b> No	
<b>Education*</b>	
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	
<b>Other</b>	
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.	