

Williamson County Schools

2018-19 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	<p>\$1,000 signing bonus and \$250 retention bonus for K-12 special education, psychologists, high school science, math, world language.</p> <ul style="list-style-type: none"> \$1,000 payable as follows: \$500 on September 15 and January 15. Additional areas available for hard to fill positions on request from Principals. High School World Language and this "on request" portion are represented by the "Other" Examples of "on request" may include, for example, elementary specials in rural areas of the County. <p>Priority Areas: K-4 (Special Education, Other), 5-8 (Special Education, Other), 9-12 (Math, Science, Other)</p>
Eligibility Criteria	<p>Certified in content/grade area To receive the above bonuses, teachers cannot have received suspension-level discipline in the year of the payment. Current teachers & New hires</p>
Compensation Type and Size	<p>Compensation Type: Bonus Bonus Type: Signing/Recruitment Retention Compensation Amount: \$1,000 signing bonus and \$250 retention bonus for K-12 special education, high school science, math, and world language. \$1,000 payable as follows: \$500 on September 15 and January 15.</p>
Reach	750
Estimated Cost	\$300,000
Instructional Roles or Responsibilities	
Description	<p>The traditional leadership roles will mentor other teachers, ensure teacher commitment to WCS' scope & sequence, schedule and lead team meetings, etc. Additionally, each new teacher to the profession will be assigned both a school-based and district-based mentor. New teachers to WCS with prior teaching experience will be assigned a school-based mentor.</p> <p>See attached supplement for additional information on the roles offered. Please note that not all roles count towards differentiated pay, but Williamson County Schools will continue to offer these opportunities. Number of Unique Roles: 5 or more</p>
Eligibility Criteria	<p>Level of Overall Effectiveness (LOE), Individual TVAAS, Certified in content/grade area, Attendance minimum (i.e. miss no more than 12 days), Years of experience, Advanced degrees "Certified in content/grade area" is a required criteria. Other above criteria are factors in administrator decisions in offering additional roles/responsibilities.</p>

Compensation Type and Size	Compensation ranges from \$1,288 to \$3,171 annually.
Reach	450
Estimated Cost	\$750,000
Performance	
N/A	
Alternative Salary Schedule	
<i>Is the district implementing an alternative salary schedule?</i> No	
Education*	
Teachers hired prior to July 1, 2014 receive additional pay on the pay chart for BS+10, BS+20, MA, MA+10, MA+20, MA+30, Ed.S., Doctorate.	
Teachers hired on or after July 1, 2014 receive additional pay for MA, MA +30, Ed.S., Doctorate.	
Other	
\$2,500 for NBC certification appearing on a teacher's license.	

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



Williamson County Schools

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Supplements for Academic & Non-Athletics FY 2018-2019

A. \$644 Less than 70 Hours	
Forensics Middle	
Mock Trial	
Model UN (High & Middle)	
Student Council Elementary	
After School Academic Activity	
Youth Legislature Middle	
B. \$1,288 Minimum of 70 Hours	
Chorus Elementary	
*Elementary Grade Level Chair/ BLT	
*Team Leader Middle	
Newspaper High	
Youth Legislature High	
Yearbook Elementary	
C. \$1,869 Minimum of 100 Hours	
Chorus Middle	
Middle School Band	
Dance Team High	
Dance Team Middle	
Drama Middle	
Newspaper/Media Middle	
Newspaper/Media Elementary	
Student Council Middle	
Orchestra Middle	
I. \$644 Requires approval from Asst. Superintendent for pay	
WCS teachers may apply for supplements for activities not listed above which include additional instructional responsibilities	
instructional responsibilities not otherwise expected of teachers that extend that educator’s reach to students and/or other	
educators. The application process shall include an explanation of the impact on students and/or other educators, the state	
curriculum standards being addressed, if any, and the minimum number of hours to be worked as part of that supplement.	
Principals shall conduct an annual review of the effectiveness of the approved supplemented activity.	
<i>Such supplements may include but not be limited to the following:</i>	
Teacher Mentor	National Honor Societies Sponsor
Data Team	Other After School Academic Activity
RTI Team	Other After School Arts Activity
Freshman Mentor	Other After School Athletic Activity
PLC Leadership Team	
J. **Online Learning Program (OLP)	
Educators who teach an online course will receive a	*Supplement levels REQUIRE certification as an educator
supplement that is equal to 17.5% of base salary.	**Funded by the District; an application is not required;
	Funds do not come out of site based budget
D. \$2,437 Minimum of 150 Hours	
Chorus High	
Drama High	
Media High	
Webmaster	
Yearbook Middle	
Orchestra High	
E. \$3,171 Minimum of 200 Hours	
*Department Head High	
Forensics Assistant High	
Yearbook High	
F. \$3,868 Minimum of 250 Hours	
Student Council High	
Forensics High	
G. District Paid Supp. of \$3,000	
**Testing Coordinator (9-12)	
H. District Paid Supp. of \$2,000	
**Testing Coordinator (K-8)	

ALL SUPPLEMENT PAY IS BASED OFF OF WORKED PERFORMED AND MUST BE APPROVED BY A SUPERVISOR

Revised 6/6/2018