

Williamson County Schools 2019-20 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>\$1,500 signing bonus and \$250 retention bonus for special education, psychologists, speech language pathologists, high school science, high and middle school math, high and middle school world language.</p> <ul style="list-style-type: none"> \$1,500 payable as follows: \$750 on September 15 and January 15. <p>Priority Areas: K-4 (School Psychology, Special Education, Other), 5-8 (Math, School Psychology, Special Education, Other), 9-12 (Math, Science, School Psychology, Special Education, 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 and new hires are eligible.</p>
Compensation Type and Size	<p>Compensation Type: Bonus Bonus Type: Signing/Recruitment/Retention Compensation Amount: Awarded as needed by the schools. We currently have enough funds to cover 167 hard-to-fill vacancies and 580 retention bonuses.</p> <p>167 x \$1,500 = \$250,000 580 x \$250 = \$145,000</p>
Reach	747
Estimated Cost	\$395,000

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. See attached supplement for additional information on the roles offered. <i>Please note that not all roles count towards differentiated pay, but Williamson County Schools will continue to offer these opportunities.</i></p> <p>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; Administrator decisions in offering additional roles/responsibilities.</p>
Compensation Type and Size	Compensation ranges from \$1,350 to \$3,500 annually.
Reach	450
Estimated Cost	\$750,000

Performance	
N/A	

Alternative Salary Schedule

Is the district implementing an alternative salary schedule? 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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2019-2020 Academic & Non-Athletic Supplements

A. \$675 Less than 70 Hours
Forensics Middle
Mock Trial
Model UN (High & Middle)
Student Council Elementary
After School Academic Activity
Youth Legislature Middle

B. \$1,350 Minimum of 70 Hours
Chorus Elementary
*Elementary Grade Level Chair/ BLT
*Team Leader Middle
Newspaper High
Youth Legislature High
Yearbook Elementary

C. \$1,925 Minimum of 100 Hours
Chorus Middle
Middle School Band
Drama Middle
Musical Theater High
Newspaper/Media Middle
Newspaper/Media Elementary
Student Council Middle
Orchestra Middle

D. \$2,525 Minimum of 150 Hours
Chorus High
Drama High
Media High
Webmaster
Yearbook Middle
Orchestra High

E. \$3,500 Minimum of 200 Hours
*Department Head High
Forensics Assistant High
Yearbook High
***Online Learning Program (per semester)

F. \$4,000 Minimum of 250 Hours
Student Council High
Forensics High

G. District Paid Supplements	
**Testing Coordinator (9-12)	\$3000
**Testing Coordinator (K-8)	\$2000
**Mentor	\$675
**Science Facilitator	\$675
**Social Studies Facilitator	\$675

I. \$675 Requires approval from Asst. Superintendent for pay (Differentiated Supplements)	
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>	
PLC Leadership Team	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

*Supplement levels REQUIRE certification as an educator	***Online Learning Program (OLP)
**Funded by the District; an application is not required;	Maxed at one course per semester
Funds do not come out of site based budget	

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

Musical Theater High Supplement excluded to Drama High Teachers