

Wayne County Schools

2020-21 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	We currently employ two ESL certified staff that provided this service to our students but could use additional staff. Secondary Math certified personnel are needed. A signing bonus will be paid to recruit ESL and Math certified staff for positions the school system is unable to fill for thirty days(30 calendar days after posting). Teacher recruits must hold a valid Tennessee teaching license endorsed in the areas mentioned above and employed to teach in the area of endorsement. Priority Areas: K-4 (ESL/ELL), 5-8 (ESL/ELL), 9-12 (ESL/ELL, Math)
Eligibility Criteria	Certified in content/grade area New hires are eligible. The 2nd payment will be paid when evidence of satisfactory evaluation results are available (satisfactory evaluation results are considered to be a 3 or more composite score).
Compensation Type and Size	Compensation Type: Bonus Bonus Type: Signing/Recruitment/Retention Compensation Amount: Compensation will be given as a signing bonus. Payment will be made in two equal payments of \$750.00 each. The first payment will be made in December, and the second payment will be paid at the end of the school year 2020-21.
Reach	2
Estimated Cost	\$3,000

Instructional Roles or Responsibilities	
Description	To receive a stipend for additional roles or responsibilities in one or more of the following areas: ** Mentoring teachers through professional development opportunities ** Teacher leaders within the school--technology coach, literacy coach, data analyst including RTI data Number of Unique Roles: 2
Eligibility Criteria	Certified in content/grade area Teachers with experience in certain areas will provide professional development and in-service opportunities for teachers with less experience.
Compensation Type and Size	\$500 to \$3,000 per role
Reach	75
Estimated Cost	\$150,000

Performance

N/A

Alternative Salary Schedule

Is the district implementing an alternative salary schedule? No

Education*

The salary schedule provides for salary raises based on an educational degree (BA, MA, MA+30, EDS, and DR) and experience.

Other

N/A

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