

Williamson 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	Speech Language Pathologists and World Language Teachers Priority Areas: K-4 (School Psychology, Special Education), 5-8 (Math, Science, School Psychology, Special Education), 9-12 (Math, Science, School Psychology, Special Education, World Language)
Eligibility Criteria	Certified in content/grade area To receive the retention bonus, teachers cannot have received suspension-level discipline in the year of payment. Current teachers New hires
Compensation Type and Size	Compensation Type: Bonus Bonus Type: Signing/Recruitment Retention Compensation Amount: Hard-to-fill early signing bonus \$3,000 x 55 = \$165,000 Hard-to-fill hiring bonus \$1,000 x 200 = \$200,000 Hard-to-fill yearly retention bonus \$600 x 942 = \$565,500
Reach	1,100
Estimated Cost	\$930,500
Instructional Roles or Responsibilities	
Description	WCS offers instructional roles to staff to build capacity and leadership skills across the District. Responsibilities in these roles include mentoring other teachers, ensuring teacher alignment and commitment to WCS' scope & sequence, scheduling, and leading team meetings, etc. Role titles include Grade Level Chair, Building Level Teacher, Team Leader, Department Head, Testing Coordinator, Mentor, Science Facilitator, Social Studies Facilitator, PLC Leadership Team-member, Data Team-member, and RTI Team-member. Number of Unique Roles: 5 or more
Eligibility Criteria	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 Using the criteria listed as a baseline, administrators have responsibility in assigning these roles and additional responsibilities.
Compensation Type and Size	Compensation is dependent on role and ranges from \$675 to \$3,500 annually.

Reach	845
Estimated Cost	\$975,000

Performance

N/A

Alternative Salary Schedule

Is the district implementing an alternative salary schedule? No

Education*

We have differentiated pay lanes for advanced degrees (MA, MA30, EDS, and PhD/EDD) for teachers hired after July 1, 2014. For those hired prior to that date, we have additional pay lanes for additional credits (BS10, BS20, MA10, MA20).

Other

We offer \$2,500 yearly in additional compensation for teachers who have the National Board Certification and for Psychologists who have the Nationally Certified School Psychologist credential.

Leadership, Principals, and Assistant Principals receive additional compensation for EDS (\$1,500) or EDD/PhD (\$2,500). Principals can also receive a staff size supplement ranging from \$1,000-\$5,000.