

## Bradford Special School District 2019-20 Differentiated Pay Plan

Hard-to-Staff	<input checked="" type="checkbox"/>
Instructional Roles	<input checked="" type="checkbox"/>
Performance	<input checked="" type="checkbox"/>
Alternative Salary Schedule	<input type="checkbox"/>

Hard to Staff (School, Subject, or Placement)	
<b>Description</b>	Updated May 2020: We are a small district in rural West TN that has little business and housing options. The school district is the largest employer in our town. Both schools in our district are School-Wide Title I Schools. Therefore, any new certified employees hired at the beginning of the 2019 - 2020 school year or any certified employee making less than a \$500 performance bonus during the previous school year will be given a \$500 bonus under the Hard to Staff component.
<b>Eligibility Criteria</b>	Current teachers and new hires are eligible.
<b>Compensation Type and Size</b>	<b>Compensation Type:</b> Bonus <b>Bonus Type:</b> Signing/Recruitment/Retention <b>Compensation Amount:</b> \$500
<b>Reach</b>	46
<b>Estimated Cost</b>	\$23,000
Instructional Roles or Responsibilities	
<b>Description</b>	Instructional Data Support Leaders - Design and deliver high-quality professional development, research and model best practices for the delivery of instruction, facilitate PLC meetings, assist teachers in the deconstruction of the standards, analyze data and collaborate with teachers to develop pacing guides <b>Number of Unique Roles:</b> 1
<b>Eligibility Criteria</b>	Level of overall effectiveness (LOE); Individual TVAAS; Certified in content/grade area; Years of experience The leadership team interviewed and selected candidates with a focus of the following criteria. <ul style="list-style-type: none"> <li>Teachers with a growth score of 4 or 5 will have priority</li> <li>Teachers in a core academic area will have priority (3+ years of experience in our district)</li> <li>Maintain a positive attitude and growth mindset (principal survey and rating)</li> <li>Collaborates well with others and has good communication skills</li> </ul>
<b>Compensation Type and Size</b>	\$1,000
<b>Reach</b>	10
<b>Estimated Cost</b>	\$10,000
Performance	
<b>Description</b>	Performance is a combination of individual measures and school measures. Individual measures include: Teacher Effectiveness Levels, Portfolio Growth scores, and TIGER Observation scores. School-wide measures are based on School Level TVAAS and ACT Scores. Updated May 2020: Due to COVID-19 school closures and no evaluation or testing data for the 2019-20 school year, the district will utilize 2018-19 data

to award performance bonuses.

<b>Eligibility Criteria</b>	<b>Eligible Teachers:</b> Tested teachers; Non-tested teachers; Portfolio teachers <b>Eligibility Criteria:</b> Level of overall effectiveness (LOE); Individual TVAAS or portfolio growth score; School-level TVAAS; Other: TIGER Observations, ACT Scores
<b>Compensation Type and Size</b>	Tested teachers and Portfolio Growth Scores: <ul style="list-style-type: none"> <li>Effectiveness Level 5 - \$1,000.00</li> <li>Effectiveness Level 4 - \$800.00</li> </ul> Non-tested Teachers (K-12): <ul style="list-style-type: none"> <li>TIGER Observation score (4 or higher) - \$400.00</li> </ul>
<b>Reach</b>	45
<b>Estimated Cost</b>	\$65,000

#### Alternative Salary Schedule

*Is the district implementing an alternative salary schedule?* No

#### Education\*

Our salary schedule provides for different lanes depending on level of education. Educators with advanced degrees are compensated per the lane which corresponds with their degree. Advanced degrees earn more than Bachelors and include Master's, Masters+30, and Education Specialist.

#### Other

N/A

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