

## Wayne 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)	
<b>Description</b>	<p>We have two ESL certified staff located in the district but could use additional staff for other school locations. We are in need of a Spanish instructor at one of our High Schools. We are in need of a Speech Pathologist, but we currently contract this service with an employment agency.</p> <p>A signing bonus will be paid to recruit new ESL, foreign language, math, library media specialists for positions the school system is unable to fill for thirty(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.</p> <p><b>Priority Areas: K-4 (ESL/ELL), 5-8 (Math, ESL/ELL), 9-12 (Math, ESL/ELL, Other)</b></p>
<b>Eligibility Criteria</b>	<p>Certified in content/grade area. 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 on the teacher observation).</p> <p>New hires are eligible.</p>
<b>Compensation Type and Size</b>	<p><b>Compensation Type:</b> Bonus <b>Bonus Type:</b> Signing/Recruitment</p> <p><b>Compensation Amount:</b> 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 2019-20.</p>
<b>Reach</b>	2
<b>Estimated Cost</b>	\$3,000
Instructional Roles or Responsibilities	
<b>Description</b>	<p>1) To receive a stipend for additional roles or responsibilities in one or more of the following areas:</p> <ul style="list-style-type: none"> <li>Mentoring teachers through professional development opportunities</li> <li>Teacher leaders within the school-- technology coach, literacy coach, data analyst including RTI data</li> </ul> <p><b>Number of Unique Roles: 2</b></p>
<b>Eligibility Criteria</b>	<p>Certified in content/grade area</p> <p>Teachers with experience in certain areas will provide professional development and in-service opportunities for teachers with less experience.</p>
<b>Compensation Type and Size</b>	\$500 to \$3,000 per role.
<b>Reach</b>	90
<b>Estimated Cost</b>	\$180,000

**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 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.*