

## Bradley County Schools

### 2021-22 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>	Bradley County will offer a signing bonus for new teachers in the hard-to-staff positions in secondary German and French. We will also be offering signing bonuses for K-12 school psychologists and speech-language pathologists. The award will be given as a two-part bonus. \$500 at the beginning of the fall semester and \$500 at the beginning of the spring semester. <b>Priority Areas: K-4</b> (School Psychology, Speech Language Pathology), <b>5-8</b> (School Psychology, Speech Language Pathology), <b>9-12</b> (School Psychology, Speech Language Pathology, German, French)
<b>Eligibility Criteria</b>	Certified in content/grade area Only new hires are eligible.
<b>Compensation Type and Size</b>	<b>Compensation Type:</b> Bonus <b>Bonus Type:</b> Signing/Recruitment <b>Compensation Amount:</b> The award will be given as a two-part bonus with \$500 awarded at the beginning of each semester for a total of \$1,000. It is estimated that 6 teachers will be awarded this bonus.
<b>Reach</b>	6
<b>Estimated Cost</b>	\$6,000
Instructional Roles or Responsibilities	
<b>Description</b>	The compensation will be given yearly in the form of a stipend to the teachers who will serve in the following roles: <ul style="list-style-type: none"> <li>math teacher leaders to facilitate professional development and review best instructional practices;</li> <li>literacy team members to review best instructional practices and develop professional development;</li> <li>technology/communication lead to facilitate additional responsibilities in the district</li> </ul> <b>Number of Unique Roles: 3</b>
<b>Eligibility Criteria</b>	Level of overall effectiveness (LOE); Individual TVAAS; Certified in content/grade area
<b>Compensation Type and Size</b>	15 elementary and secondary math teachers will each be given a stipend in the amount of \$1,000 for the role of math teacher leader. This is a total of \$15,000. 15 elementary teachers will be given a stipend in the amount of \$500 each for the role of being a literacy team member for a total of \$7,500. 1 technology coach will receive a stipend in the amount of \$2,000 for the role of lead in technology/communication "rollouts" in the district.
<b>Reach</b>	31
<b>Estimated Cost</b>	\$24,500
Performance	
N/A	

### Alternative Salary Schedule

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

### Education\*

The district salary schedule recognizes Bachelors, Masters, Masters+30, Education Specialist, and Doctorate degrees.

### Other

Each teacher that is National Board Certified will receive a \$1,000 stipend in their check (in February). We currently have 2 teachers who have this.

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