

## Wilson County School District 2021-22 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>                            | <ul style="list-style-type: none"> <li>The teacher must be fully certified and endorsed in the subject area, and possess a valid Tennessee Teaching License. Teachers on a waiver or permit are not eligible.</li> <li>Teachers receiving the bonus must sign a contractual agreement adhering to the terms noted in the 2021-22 Signing Bonus Eligibility Criteria and commit to working for Wilson County Schools for five years.</li> <li>The teacher must remain employed with Wilson County Schools for a period of no less than five consecutive years after hire unless the system determines that it is not in its interest to employ the teacher.</li> <li>Failure to remain employed with Wilson County Schools for five years will result in the employee being required to reimburse the system up to 100% of the bonus on a prorated scale.*</li> <li>The teacher must be new to Wilson County Schools. If returning to Wilson County Schools, the teacher must not have previously taught in any of the hard-to-staff areas as designated in this plan.</li> </ul> <p><b>Priority Areas: K-4 (ESL/ELL, Special Education), 5-8 (ESL/ELL, Special Education), 9-12 (Math, Science, ESL/ELL, Special Education, Other: World Languages)</b></p> |
| <b>Eligibility Criteria</b>                   | Certified in content/grade area; Level of overall effectiveness (LOE)<br>Only new hires are eligible.   |
| <b>Compensation Type and Size</b>             | <b>Compensation Type:</b> Bonus <b>Bonus Type:</b> Signing/Recruitment<br><b>Compensation Amount:</b> \$3,000   |
| <b>Reach</b>                                  | 25  |
| <b>Estimated Cost</b>                         | \$75,000  |
| Instructional Roles or Responsibilities       |   |
| <b>Description</b>                            | <ul style="list-style-type: none"> <li>Digital Teacher Leaders - coach and model instructional technology, assist principals in improving digital effectiveness, provide support for all IT programs, and provide professional learning.</li> <li>Mentors - meet with assigned teachers monthly, coordinate weekly check-ins for day-to-day questions, and provide support in non-evaluative, feedback-centered evaluations.</li> <li>Portfolio Reviewers - provide specialized training in the portfolio process for either PreK-2 or PE, meet with content level supervisors, provide support for teachers participating in the portfolio evaluation process.</li> <li>NTI Presenters - Present professional development to our New Teacher Induction group.</li> </ul> <p><b>Number of Unique Roles: 4</b></p>   |
| <b>Eligibility Criteria</b>                   | Years of experience; Level of overall effectiveness (LOE); Years of   |

|                                   |   |
|-----------------------------------|---|
|                                   | experience  |
| <b>Compensation Type and Size</b> | Digital Teacher Leaders - \$1,500<br>Mentors - Amount Varies - \$500 - \$1,000<br>Portfolio Reviewers - Amount Varies - \$500 - \$1,000<br>NTI Presenters - Amount Varies \$250 - \$500 |
| <b>Reach</b>                      | 120   |
| <b>Estimated Cost</b>             | \$100,000   |

#### Performance

|                    |   |
|--------------------|---|
| <b>Description</b> | Traditionally, the district would utilize the 2019-20 LOE scores for the purposes of merit pay increases in the 2021-22 school year. However, educators in Tennessee were marked a Partial Year Exemption (PYE) due to COVID-19, and therefore, no one earned an LOE. The district proposes that a "Best-Of" Scenario be used for teachers going forward into the 2021-22 school year for merit pay based on the following: <ul style="list-style-type: none"> <li>2018-19 LOE Score <b>or</b></li> <li>2020-21 District-level score based on the following components: 50% Planning Evaluation conducted in Semester 1 and 50% Professionalism Evaluation conducted in Semester 2</li> </ul> |
|--------------------|---|

|                                   |  |
|-----------------------------------|--|
| <b>Eligibility Criteria</b>       | <b>Eligible Teachers:</b> Tested teachers; Non-tested teachers; Portfolio teachers; School administrators<br><b>Eligibility Criteria:</b> Level of overall effectiveness (LOE) |
| <b>Compensation Type and Size</b> | LOE 5 - \$1,100 increase<br>LOE 4 - \$900 increase<br>LOE 3 - \$600 increase<br>All remaining teachers will receive a \$400 increase.  |

|                       |             |
|-----------------------|-------------|
| <b>Reach</b>          | 1,300       |
| <b>Estimated Cost</b> | \$1,000,000 |

#### Alternative Salary Schedule

##### ***Is the district implementing an alternative salary schedule? Yes***

**Type:** Annual base pay increases determined using evaluation criteria; Advanced degree payments determined using district specific criteria (i.e., district does not award increases for any and all advanced degrees)

**Criteria:** Level of overall effectiveness (LOE); Observation score; Years of experience  
One-time \$3,000 increase to base pay for an additional degree beyond bachelor's degree.

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- 2018-19 LOE Score **or**
- 2020-21 District-level score based on the following components: 50% Planning Evaluation conducted in Semester 1 and 50% Professionalism Evaluation conducted in Semester 2

If a current teacher is making less than the amount listed on the new teacher placement scale for their years of service, they will be bumped to the new teacher salary scale amount (whichever is higher).

**Reach:** 1,400

**Estimated Cost:** \$1,400,000

**Education\***

One-time \$3,000 increase to base pay for an additional degree beyond bachelor's degree.

**Other**

Principals and assistant principals only:

- LOE 5 - \$1,100 increase
- LOE 4 - \$900 increase
- LOE 3 - \$600 increase
- All others receive a \$400 increase

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