

## Giles County

### 2023-24 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>	Giles County will use bonus pay to help fill hard-to-staff positions. <b>Priority Areas: K-4</b> (ESL/ELL, School Psychology, Special Education), <b>5-8</b> (ESL/ELL, School Psychology, Special Education), <b>9-12</b> (Math, Science, Reading/ELA, ESL/ELL, School Psychology, Special Education) Giles County will use bonus pay to help fill other hard-to-staff positions (as needed).
<b>Eligibility Criteria</b>	Certified in content/grade area In evaluating our Human Capital Data, we use this additional money to attract teachers to these positions and allow current teachers to attain additional certifications for hard to staff positions. Current teachers New hires
<b>Compensation Type and Size</b>	<b>Compensation Type:</b> Bonus <b>Bonus Type:</b> Signing/Recruitment Retention <b>Compensation Amount:</b> Giles County gives a total of \$3,000 for hard-to-staff positions. Teachers in these roles are given \$2,000 when they sign their contract and an additional \$1,000 after their fourth year of teaching for the district (entering their fifth year). Hard to Staff for current employees only qualifies as a retention bonus or for employees moving to hard to staff positions.
<b>Reach</b>	10
<b>Estimated Cost</b>	\$17,000
Instructional Roles or Responsibilities	
<b>Description</b>	Giles County offers the following Teacher Leader positions: Math, ELA, Data/PLC, Mentor, Educational Technology, & Curriculum Resources Coordinator. Two curriculum resource coordinators will receive an additional stipend to provide feedback on age appropriate library resources. With the addition of the Grow Your Own partnership, we will have two additional mentors to support that program. TLs will be required to work a minimum of 4 hours per month (40 hours total per year). These hours will be logged via Google Drive. In addition, monthly TL meetings are required. TLs may be asked to lead Professional Development (at the school or district level). Principals will work with TLs to create more specific roles and expectations that are tailored to each school's needs.
<b>Eligibility Criteria</b>	Level of overall effectiveness (LOE) Individual TVAAS

	Certified in content/grade area When determining our Teacher Leaders for the 2023-2024 school year, principal recommendations, previous experience and work as a TL, and interviews will help determine positions.
<b>Compensation Type and Size</b>	\$2000 for all teacher leader positions requiring 40 hours (6 per school x 8 schools= 48 positions x \$2000= \$96,000) \$500 for the 2 TL positions that are reviewing materials for age appropriateness (2 x \$500= \$1000) \$2000 for the Grow Your Own mentors (2 x \$2000 = \$4000)
<b>Reach</b>	50
<b>Estimated Cost</b>	\$103,000
<b>Performance</b>	
N/A	
<b>Alternative Salary Schedule</b>	
<i>Is the district implementing an alternative salary schedule?</i> No	
<b>Education*</b>	
Compensation is based on years of experience as well as advanced degrees for the following: Masters, Ed.S., and Doctorate.	
<b>Other</b>	