

WILLIAMSON COUNTY--940

## 2017-18 Differentiated Pay Plan

Differentiated Element	Description	Eligibility Criteria	Compensation Type and Size	Reach	Estimated Cost
	Describe how the district will differentiate for this element.	What is the eligibility criteria for receiving the award (such as minimum attendance or evaluation score)?	Will the compensation be given as a bonus or a base pay increase? How much will qualifying teachers receive?	Eligibility: How many teachers are eligible for this type of compensation?	How much does the district estimate it will pay out for this differentiated pay element?
<b>Hard-to-Staff (School, Subject, or Placement)</b>	<p>Recruitment Bonus</p> <p>Providing funds are budgeted and available, newly hired educators, accepting employment in hard to staff positions, will receive a \$1,000 signing bonus. The bonus will be paid as follows:</p> <p>Year One</p> <p>September 15th - \$500.00</p> <p>January 15th - \$500.00</p> <p>After Year One, they will be paid the retention bonus.</p> <p>If the newly hired employee begins in January or later, the first bonus payment of \$500.00 is to be paid at the next regular pay period. The last payment will be on the</p>	<p>Certified in content/grade area</p> <p>Hard to staff positions currently include but are not limited to world language, special education and high school science positions.</p>	<p>Bonus</p> <p>\$1,000 total in first year, \$250 retention bonuses in subsequent year.</p>	700	\$155,750

	<p>June 15 paycheck if they are still employed in good standing. After the newly hired employee has received the \$1,000, they will then qualify the next year for the retention bonus if applicable in that next year.</p> <p>Retention Bonus</p> <p>Providing funds are budgeted and available, actively employed educators working in hard to staff positions will receive a retention bonus. The bonus will be paid as follows:</p> <p>September 15th - \$250</p> <p>In order to qualify for the recruitment/retention bonus the educator must:</p> <ul style="list-style-type: none"><li>•Hold a valid Tennessee teacher's license with proper endorsement and be assigned to teach one of the hard to staff positions.</li><li>•Be in good standing.</li></ul>			
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	<p>Educators who are suspended pending the outcome of an investigation or are on unpaid leave status will not be eligible.</p> <p>The Superintendent of Schools will determine the positions qualifying for the recruitment/retention and provide a related list to personnel annually.</p>				
<b>Performance</b>					
<b>Additional Instructional Roles or Responsibilities</b>	<p>WCS teachers may apply for supplements for activities not listed above which include additional instructional responsibilities not otherwise expected of teachers that extend that educator's reach to other educators. The application process shall include an explanation of the impact on other educators, the state curriculum standards being addressed, if any,</p>	<p>Certified in content/grade area</p> <p>Applications are evaluated by the appropriate Assistant Superintendent for each grade level.</p> <p>See supplement chart at the following url:  <a href="https://www.wcs.edu/wp-content/pdf/Salary/AcademicSalary.pdf">https://www.wcs.edu/wp-content/pdf/Salary/AcademicSalary.pdf</a>.</p>	\$631.00	<90	\$56,790

	and the minimum number of hours to be worked as part of that supplement. Principals shall conduct an annual review of the effectiveness of the approved supplemented activity. Such supplements may include but not be limited to the following: Teacher Mentor, Data Team, RTI Team, PLC Leadership Team.				
<b>Education*</b>	See attached pay scale. Advanced degrees (Master's, Ed.S, and Ddoctorate) have separate pay scales above Bachelor's degrees. Employees hired prior to July 1, 2014 who have BA+10 and +20 and MA+10 and +20 also have separate pay scales. These scales were eliminated for new hires as part of WCS' changes in response to the States' initiation of differentiated pay.				
<b>Other</b>					

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