

## Wilson County Schools

### 2018-19 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 checked="" type="checkbox"/>

Hard to Staff (School, Subject, or Placement)	
<b>Description</b>	<p>Wilson County Schools will give a one-time \$3,000 signing bonus to select newly hired teachers who will be teaching in one or more of the following areas: Chemistry, ESL, Upper Division Mathematics, Physics, Special Education, and World Languages</p> <p>Qualifications for the reimbursement are as follows:</p> <ul style="list-style-type: none"> <li>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 2018-2019 Signing Bonus Eligibility Criteria and commit to work 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> <li>The teacher will be paid in two equal payments (less applicable taxes) at the completion of the first semester and after successful completion of the second semester.</li> <li>The signing bonus is contingent on final employment approval.</li> </ul> <p>Qualifying Endorsement Codes:</p> <ul style="list-style-type: none"> <li>Upper Division Math: 013, 122, 125, 413</li> <li>Physics: 017, 129, 214, 414, 417</li> <li>Chemistry: 016, 127, 212, 416</li> <li>English as a Second Language: 490</li> <li>World Languages: 163, 169, 170, 404, 409, 495, and other equivalent world language endorsements</li> <li>Special Education: 144, 145, 459, 460, 461, 462 and other equivalent special education endorsements</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)</b></p>
<b>Eligibility Criteria</b>	Certified in content/grade area

Please see information above in the description box.

New hires

<b>Compensation Type and Size</b>	<b>Compensation Type:</b> Bonus <b>Bonus Type:</b> Signing/Recruitment <b>Compensation Amount:</b> \$3,000 - See details of the plan above
<b>Reach</b>	25
<b>Estimated Cost</b>	\$75,000

#### Instructional Roles or Responsibilities

<b>Description</b>	<p><b>New Teacher Mentor</b> - high performing teachers who work with new teachers (in addition to their teaching assignment)</p> <p><b>New Teacher Induction Specialists</b> - high performing teachers who conduct new teacher induction sessions for new teachers (in addition to their teaching assignment)</p> <p><b>Teacher Leaders</b> - high performing- teacher who works as an instructional coach to new and/or low performing teachers (in addition to their teaching assignment)</p> <p><b>Portfolio Reviewers</b></p>
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#### Number of Unique Roles: 4

<b>Eligibility Criteria</b>	<p>Level of Overall Effectiveness (LOE), Individual TVAAS, Certified in content/grade area, Years of experience, Advanced degrees</p> <p>New Teacher Mentor / Induction Specialist-</p> <ul style="list-style-type: none"> <li>• Certified in content/grade area</li> <li>• Holds Professional Educator License</li> <li>• At least one year of experience with Wilson County Schools</li> <li>• Level of effectiveness for 2016-17 exceeded expectations (LOE of Level 4 or 5)</li> <li>• Individual growth composite score (if applicable) for 2016-17 was at or above expectations (Level 3, 4, or 5)</li> <li>• Works cooperatively as a team member in department and school</li> <li>• Active participants in professional development opportunities and PLC meetings</li> <li>• Professional commitment to Wilson County Schools, to my home school, and to continued personal, professional development</li> <li>• Attendance at mandatory training session prior to the school year</li> <li>• Teacher Leader -</li> <li>• Teacher in the Wilson County School System</li> <li>• Minimum three (3) years of teaching experience in K-12 education</li> <li>• Professional teacher license with endorsements in the assigned area of expertise</li> <li>• Current and future teaching assignments in the assigned area</li> <li>• Minimum score of a Level 3 in TVAAS (most recent year data is available)</li> <li>• Recommended by School Principal and approved by Instructional Supervisor</li> <li>• Master's Degree (preferred)</li> </ul>
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**Job Title:** Teacher Leader for Student Growth Portfolios

**Department:** Human Resources

**Reports to:** HR Supervisor

**Primary Purpose:** Provided county-wide professional development in the area of student growth model portfolios based on experience as a portfolio reviewer during the 2018-19 school year.

**Compensation:** \$500 for the 2018-2019 school year.

**Education and Experience:**

- Active teacher license with endorsements in the assigned area for review (PE, PreK, K and/or 1st Grade).
  - Current teaching assignments in the assigned area.
  - Portfolio submitter for the 2018-19 school year.
  - Minimum 2016-17 Level of Effectiveness score of a Level 3 or higher. Preference will be given to those with an LOE of 4 or 5.
  - Accepted application by TDOE's Non-Tested grades and Subjects Steering Committee for 2018-19.
  - Minimum three (3) years of teaching experience in K-12 education (preferred).
  - Special Knowledge/Skills:
  - A comprehensive understanding and working knowledge of curriculum, assessment, and technology
  - Ability to provide school level and district level professional development
  - Experience and knowledge in the interpretation of formative and summative assessment data
  - Ability to communicate and interact effectively and productively, both orally and in writing
  - Ability to manage timelines, reports, and schedules
  - Requirements for 2018-19 School Year
  - Complete the online Educopia Webinar for Portfolio Reviewers
  - Pass the state-approved Portfolio Reviewer Certification Test
  - Attend one day of district-level professional development on portfolio reviews and professional development outline for teachers following scoring
  - Complete a minimum of 10 Teacher Portfolio Reviews
  - Plan and Deliver School Level Portfolio Professional Development for the 2018-19 school year
  - Other Essential Duties/Responsibilities:
  - Facilitate the implementation of new materials, methodologies, philosophies, and innovations using those which meet the needs of students served
  - Model effective assessment strategies with students and peers
  - Collaborate with appropriate district staff to develop, maintain, and revise curriculum and/or common assessments based on systematic review and analysis
  - Work as part of both a school and district team
  - Attend and participate in district and/or state training sessions
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- Serve as a role model to peers
- Collaborate with Administrators and Central office personnel
- Model exemplary assessment strategies for teachers and administrators

<b>Compensation Type and Size</b>	New Teacher Mentors / Induction Specialists / Portfolio Reviewers - \$500.00 per school year Teacher Leaders - \$1,000 per teacher
<b>Reach</b>	219
<b>Estimated Cost</b>	\$145,500

#### Performance

<b>Description</b>	Annual base pay increases determined using Level of Overall Effectiveness (LOE). Step raises are not based on years of experience. In place of step raises each year, a teacher is eligible for a raise based on their TEAM overall level of effectiveness score. The raise is added to the base salary. Base pay increases for the 2018-19 school year will be determined by 2016-17 TEAM overall level of effectiveness scores.  All others will receive a \$300 increase to their base pay. *Amounts above are pending board approval.  *Pending Board Approval
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<b>Eligibility Criteria</b>	<b>Eligible Teachers:</b> Tested teachers, Non-tested teachers, Portfolio teachers <b>Eligibility Criteria:</b> Level of Overall Effectiveness (LOE)
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<b>Compensation Type and Size</b>	Base pay increases for the 2018-19 school year will be determined by 2016-17 TEAM overall level of effectiveness scores. TEAM SCORES: 5 = \$1,000 4 = \$800 3 = \$500
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<b>Reach</b>	1,246
<b>Estimated Cost</b>	\$996,460

#### Alternative Salary Schedule

<b>Is the district implementing an alternative salary schedule?</b>	Yes
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)	

#### Education\*

We provide a one-time (regardless of the number of degrees) bump of \$3,000 to the base pay for any teacher, new or current, who have not previously been compensated for an advanced degree.	
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#### Other

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