

## Bradley County Schools

### 2018-19 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 of secondary math, Chemistry, German, French, Speech Language Pathologist and School Psychologist. 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: 9-12 (Math, Science, School Psychology, Fine Arts, Special Education)</b>
<b>Eligibility Criteria</b>	Certified in content/grade area New hires
<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 be awarded at the beginning of each semester for a total of \$1,000. It is estimated that 8 teachers will be awarded this bonus.
<b>Reach</b>	8
<b>Estimated Cost</b>	\$8,000
Instructional Roles or Responsibilities	
<b>Description</b>	The compensation will be given yearly in the form of a stipend to teachers who may serve in roles such as PLC Facilitators, Data Team Leader, Instructional Coach or providing content area support. <b>Number of Unique Roles:</b> 5 or more
<b>Eligibility Criteria</b>	Level of Overall Effectiveness (LOE), Individual TVAAS, Certified in content/grade area
<b>Compensation Type and Size</b>	11 elementary teachers - Stipend will be given in an amount not to exceed \$1,000 with a minimum of \$500 4 secondary teachers - Stipend will be given in an amount not to exceed \$1,000 with a minimum of \$500
<b>Reach</b>	15
<b>Estimated Cost</b>	\$15,000
Performance	
N/A	
Alternative Salary Schedule	
<b>Is the district implementing an alternative salary schedule?</b> No	
Education*	
Educators are compensated for advanced degrees, which include: Master's, Master's+30, EDS and Doctorate.	
Other	
N/A	

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