

## Giles County 2022-23 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)
<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>	12
<b>Estimated Cost</b>	\$25,000
Instructional Roles or Responsibilities	
<b>Description</b>	Giles County offers the following Teacher Leader (TL) positions: Math, ELA, Data/PLC, Mentor/Social Emotional, Educational Technology, ACT Content and Strategy, Curriculum Resources, and Library Oversight. TLs will be required to work a minimum of 4 hours per month (this varies by position). 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>Number of Unique Roles:</b> 5 or more
<b>Eligibility Criteria</b>	Level of overall effectiveness (LOE) Individual TVAAS Certified in content/grade area When determining our Teacher Leaders for the 2022-2023 school year, principal recommendations, previous experience and work as a teacher leader, and/or interviews will help determine positions.
<b>Compensation Type and</b>	\$2,000 for all teacher leader positions except Library oversight.

<b>Size</b>	Library Oversight teacher leaders will receive a \$1,000 stipend.
<b>Reach</b>	46
<b>Estimated Cost</b>	\$95,000
<b>Performance</b>	
<b>N/A</b>	
<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>	