

Bradley 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)

Description	Bradley County will offer a signing bonus for new teachers in the hard-to-staff positions in secondary German and French. We will also be offering signing bonuses for K-12 school psychologists and speech-language pathologists. 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. Priority Areas: K-4 (School Psychology, Special Education), 5-8 (School Psychology, Special Education), 9-12 (School Psychology, Fine Arts, Special Education)
Eligibility Criteria	Certified in content/grade area New hires
Compensation Type and Size	Compensation Type: Bonus Bonus Type: Signing/Recruitment Compensation Amount: The award will be given as a two-part bonus with \$500 awarded at the beginning of each semester for a total of \$1,000. It is estimated that 6 teachers will be awarded this bonus but we will know more as we get closer to the school year beginning.
Reach	6
Estimated Cost	\$6,000

Instructional Roles or Responsibilities

Description	The compensation will be given yearly in the form of the stipend to the teachers who will serve in roles: *math teacher leaders to facilitate professional development and review best instructional practices; *literacy team members to review best instructional practices and develop professional development; *technology/communication lead to facilitate additional responsibilities in the district; *stem teacher leaders to facilitate additional responsibilities at each stem school; *elementary/secondary teachers to facilitate district wide special projects; *Mentor teachers for the grow your own program; *teachers to develop curriculum maps at elementary level; *teachers to develop curriculum guides at high school level; *teachers to develop ACT prep curriculum guides at the high school level; Number of Unique Roles: 5 or more
--------------------	---

Eligibility Criteria	Level of overall effectiveness (LOE) Individual TVAAS Certified in content/grade area
Compensation Type and Size	*Math teacher leaders (15) x \$1,000 *Literacy team leaders (15) x \$500 *Technology coaches (3) x \$1,000 *Stem teacher leaders (5) x \$500 *Special projects coordinators (2) x \$1,000 *Grow Your Own mentor teachers (3) x \$500 *Curriculum map developer - elementary (2) x \$900 *Curriculum guide developer - secondary (4) x \$1,800 *Class management video producer (1) x \$500 *ACT prep curriculum guide developer - secondary (13) x \$1,000
Reach	63
Estimated Cost	\$54,000

Performance

N/A

Alternative Salary Schedule

Is the district implementing an alternative salary schedule? No

Education*

It is reflected in our salary schedule for 2022-2023 with increases for advanced degrees. Advanced degrees recognized are MA, MA+30, EDS, Ed.D, PH.D

Other

Each teacher that is Board Certified will receive a \$000 stipend in their check (usually in February). We currently have 2 teachers who have this.