

Wilson 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	World Languages Priority Areas: K-4 (ESL/ELL, Special Education), 5-8 (ESL/ELL, Special Education), 9-12 (Math, Science, ESL/ELL, Special Education)
Eligibility Criteria	Certified in content/grade area Qualifications for the reimbursement are as follows: 1. The 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. 2. Teachers receiving the bonus New hires
Compensation Type and Size	Compensation Type: Bonus Bonus Type: Signing/Recruitment Compensation Amount: \$3,000
Reach	25
Estimated Cost	\$75,000

Instructional Roles or Responsibilities	
Description	Digital Teacher Leaders - Coach and model instructional technology, assist principals in improving digital effectiveness, provide support for all IT programs, and provide professional learning. Lead Mentors - Work with the school administration to ensure that all provisional educators have been assigned a mentor and oversee the teacher mentors in their building Teacher Mentors - Meet with assigned teachers monthly, coordinate weekly check-ins for day-to-day questions, and provide support in non-evaluative, feedback-centered evaluations. Number of Unique Roles: 3
Eligibility Criteria	Certified in content/grade area Hold a Professional License Have a minimum of 5 years' teaching experience with at least 3 years in WCS Have a Level of Effectiveness score of 3,4 or 5 Have demonstrated effective leadership and organizational skills Have demonstrated the ability to facilitate professional development
Compensation Type and Size	Digital Teacher Leaders - \$1,500 Lead Mentors - schools with enrollment less than 999 - \$1,000, schools with enrollment of 1,000 to 1,499 - \$1200, schools with enrollment of 1,500+ - \$1,400 Regular Teacher Mentors - \$800 per teacher that they mentor

Reach	175
Estimated Cost	\$175,000

Performance

N/A

Alternative Salary Schedule

Is the district implementing an alternative salary schedule? No

Education*

There are separate lanes on the salary schedule for advanced degrees.

Other

High Schools

> 1,000 \$31,000

< 1,000 \$23,000

Middle Schools

> 900 \$21,000

< 900 \$18,000

K-8 Schools

> 600 \$18,000

< 600 \$15,000

Elementary

> 800 \$18,000

< 800 \$15,000

All APs will be 240 days and receive \$12,000