

# Williamson 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)	
<b>Description</b>	World Language Teachers <b>Priority Areas: K-4</b> (School Psychology, Special Education), <b>5-8</b> (Math, Science, School Psychology, Special Education), <b>9-12</b> (Math, Science, School Psychology, Special Education)
<b>Eligibility Criteria</b>	Certified in content/grade area 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> K-4 School Psychology, Special Education Teacher; 7-12 Math, Science, School Psychology, World Language, Speech Language Pathologist (70) x \$4000 early signing bonus; (200) \$1,000 hiring bonus; (942) x \$600 retention bonus for previously stated positions.
<b>Reach</b>	1,212
<b>Estimated Cost</b>	\$ 1,045,500

Instructional Roles or Responsibilities	
<b>Description</b>	WCS offers instructional roles to staff to build capacity and leadership skills across the District. Responsibilities in these roles include mentoring other teachers, ensuring teacher alignment and commitment to WCS' scope & sequence, scheduling, and leading team meetings, etc. Role titles include Grade Level Chair, Building Level Teacher, Team Leader, Department Head, Testing Coordinator, Mentor, Science Facilitator, Social Studies Facilitator, PLC Leadership Team-member, Data Team-member, and RTI Team-member. <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 Attendance minimum (i.e., miss no more than 12 days) Years of experience Advanced degrees Using the criteria listed as a baseline, administrators have responsibility in assigning these roles and additional responsibilities.
<b>Compensation Type and Size</b>	Compensation is dependent on role and ranges from \$675 to \$3,500 annually.
<b>Reach</b>	845

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**Estimated Cost** \$975,000

**Performance**

N/A

**Alternative Salary Schedule**

***Is the district implementing an alternative salary schedule?*** No

**Education\***

We have differentiated pay lanes for advanced degrees (MA, MA30, EDS, and PhD/EDD) for teachers hired after July 1, 2014. For those hired prior to that date, we have additional pay lanes for additional credits (BS10, BS20, MA10, MA20).

**Other**

We offer \$2,500 yearly in additional compensation for teachers who have the National Board Certification and for Psychologists who have the Nationally Certified School Psychologist credential.

Leadership, Principals, and Assistant Principals receive additional compensation for EDS (\$1,500) or EDD/PhD (\$2,500). Principals can also receive a staff size supplement ranging from \$1,000-\$5,000.