

## Wilson County Schools

### 2020-21 Differentiated Pay Plan

Hard-to-Staff	<input checked="" type="checkbox"/>
Instructional Roles	<input checked="" type="checkbox"/>
Performance	<input checked="" type="checkbox"/>
Alternative Salary Schedule	<input checked="" type="checkbox"/>

Hard to Staff (School, Subject, or Placement)	
<b>Description</b>	<p>A one-time \$3,000 signing bonus will be given to select new hires teaching in one or more of the following areas: Chemistry, ESL, Upper Division Mathematics, Physics, Special Education, and World Languages.</p> <p>The teacher will be paid in two equal payments (less applicable taxes) at the completion of the first semester and after successful completion of the second semester.</p> <p><b>Priority Areas: K-4 (ESL/ELL, Special Education), 5-8 (ESL/ELL, Special Education), 9-12 (Math, Science, ESL/ELL, Special Education)</b></p>
<b>Eligibility Criteria</b>	<p>Level of overall effectiveness (LOE)</p> <ul style="list-style-type: none"> <li>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.</li> <li>Teachers receiving the bonus must sign a contractual agreement adhering to the terms noted in the 2020-2021 Signing Bonus Eligibility Criteria and commit to working for Wilson County Schools for five years.</li> <li>The teacher must remain employed with Wilson County Schools for a period of no less than five consecutive years after hire unless the system determines that it is not in its interest to employ the teacher.</li> <li>Failure to remain employed with Wilson County Schools for five years will result in the employee being required to reimburse the system up to 100% of the bonus on a prorated scale.*</li> <li>The teacher must be new to Wilson County Schools. If returning to Wilson County Schools, the teacher must not have previously taught in any of the hard-to-staff areas as designated in this plan.</li> </ul> <p>The signing bonus is contingent on final employment approval.</p>
<b>Compensation Type and Size</b>	<p><b>Compensation Type:</b> Bonus <b>Bonus Type:</b> Signing/Recruitment</p> <p><b>Compensation Amount:</b> \$3,000</p>
<b>Reach</b>	25
<b>Estimated Cost</b>	\$75,000
Instructional Roles or Responsibilities	
<b>Description</b>	<p>Digital Teacher Leaders - coach and model instructional technology, assist principals in improving digital effectiveness, provide support for all IT programs, and provide professional learning.</p> <p>Mentors - meet with assigned teachers monthly, coordinate weekly check-</p>

ins for day-to-day questions, and provide support in non-evaluative, feedback-centered evaluations.

Portfolio Reviewers - provide specialized training in the portfolio process for either preK-2 or PE, meet with content level supervisors, provide support for teachers participating in the portfolio evaluation process.

NTI Presenters - Present professional development to our New Teacher Induction group.

**Number of Unique Roles: 4**

<b>Eligibility Criteria</b>	Level of overall effectiveness (LOE); Years of experience
<b>Compensation Type and Size</b>	Digital Teacher Leaders - \$1,500 Mentors - Amount Varies - \$500 - \$1,000 Portfolio Reviewers - Amount Varies - \$500 - \$1,000 NTI Presenters - Amount Varies \$250 - \$500

<b>Reach</b>	120
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<b>Estimated Cost</b>	\$100,000
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### Performance

<b>Description</b>	The district provides annual base pay increases determined using evaluation criteria.
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<b>Eligibility Criteria</b>	<b>Eligible Teachers:</b> Tested teachers, nontested teachers <b>Eligibility Criteria:</b> Level of Overall Effectiveness (LOE)
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<b>Compensation Type and Size</b>	LOE 5 - \$1,100 increase LOE 4 - \$900 increase LOE 3 - \$600 increase
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<b>Reach</b>	1200
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<b>Estimated Cost</b>	\$1,000,000
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### Alternative Salary Schedule

**Is the district implementing an alternative salary schedule?** Yes

**Type:** Annual base pay increases determined using evaluation criteria; Advanced degree payments determined using district specific criteria (i.e., district does not award increases for any and all advanced degrees)

**Criteria:** Level of overall effectiveness (LOE)  
One-time \$3,000 increase to base pay for an additional degree beyond bachelors degree.

LOE 5 - \$1,100 increase  
LOE 4 - \$900 increase  
LOE 3 - \$600 increase  
All other teachers receive a \$400 increase

**Reach:** 1200

**Estimated Cost:** \$1,000,000

### Education\*

One-time \$3,000 increase to base pay for an additional degree beyond bachelors degree.

### Other

Principals and assistant principals only:  
LOE 5 - \$1,100 increase



LOE 4 - \$900 increase

LOE 3 - \$600 increase

All others receive a \$400 increase

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