

Grundy County Schools

2020-21 Differentiated Pay Plan

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

Hard to Staff (School, Subject, or Placement)	
Description	The following areas will be considered Hard-to-Staff for Grundy County Schools: Math and Science Grades 9-12, Speech/Language Path., Fine Arts (Music), Interpreter, Foreign Language, and School Psy.
	Priority Areas: K-4 (Speech/Language Path., Music, Interpreter, School Psychology), 5-8 (Speech/Language Path., Music, Interpreter, School Psychology), 9-12 (Math, Science, Speech/Language Path., Music, Interpreter, Foreign Language, School Psychology)
Eligibility Criteria	Certified in content/grade area Current teachers and new hires are eligible.
Compensation Type and Size	Compensation Type: Bonus Bonus Type: Signing/Recruitment/Retention Compensation Amount: \$2,500 one time signing bonus/\$1,250 retention incentive/potential of two part bonus
Reach	12
Estimated Cost	\$15,000

Instructional Roles or Responsibilities	
N/A	
Performance	
Description	The district will provide performance bonuses based on Level of Overall Effectiveness (LOE) scores.
Eligibility Criteria	Eligible Teachers: Tested teachers; Non-tested teachers; Portfolio teachers; School administrators Eligibility Criteria: Level of overall effectiveness (LOE)
Compensation Type and Size	LOE 3 \$500 LOE 4 \$750 LOE 5 \$1250
Reach	171
Estimated Cost	\$154,750

Alternative Salary Schedule	
Is the district implementing an alternative salary schedule? No	

Education*	
Their salary is increased on years of service and degree up to 21 years. The salary schedule includes lanes for BS, MAS, M30, EDS, and DOC.	

Other	
Based on Overall District Composite, employees staffed as Central Office Supervisors for a minimum of 120 days will be eligible for a performance-based bonus of 3 or higher. DIST COMP Score of 3 = \$500 DIST COMP Score of 4 = \$750 DIST COMP Score of 5 = \$1250	

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