

## Williamson County Schools

### 2021-22 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>	<p>We offer a \$2,000 early signing bonus and a \$1,000 hiring bonus for the following hard-to-fill areas: middle/high school math, science, world language, K-12 special education, and speech language pathologists. We offer a \$1,500 early signing bonus in addition to the bonuses above for WCS student teachers who accept hard-to-fill roles. We also offer a \$3,500 signing bonus in addition to the \$1,000 hiring bonus for school psychologists. All teachers in hard-to-fill roles are paid a \$250 yearly retention bonus after their first year with WCS.</p> <p><b>Priority Areas: K-4</b> (School Psychology, Special Education, Other), <b>5-8</b> (Math, Science, School Psychology, Special Education, Other), <b>9-12</b> (Math, Science, School Psychology, Special Education, Other)</p>
<b>Eligibility Criteria</b>	Certified in content/grade area: To receive the retention bonus, teachers cannot have received suspension-level discipline in the year of payment. Current teachers and new hires are eligible.
<b>Compensation Type and Size</b>	<p><b>Compensation Type:</b> Bonus <b>Bonus Type:</b> Signing/Recruitment; Retention</p> <p><b>Compensation Amount:</b></p> <ul style="list-style-type: none"> <li>• Hard-to-fill early signing bonus \$2,000 x 11 = \$22,000</li> <li>• Hard-to-fill hiring bonus \$1,000 x 140 = \$140,000</li> <li>• Hard-to-fill early signing bonus for WCS student teachers \$1,500 x 3 = \$4,500</li> <li>• Hard-to-fill signing bonus for School Psychologists \$3,500 x 11 = \$38,000</li> <li>• Hard-to-fill yearly retention bonus \$250 x 750 = \$187,500</li> </ul>
<b>Reach</b>	890
<b>Estimated Cost</b>	\$392,500
Instructional Roles or Responsibilities	
<b>Description</b>	<p>WCS has several instructional roles we offer 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 &amp; 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.</p> <p><b>Number of Unique Roles:</b> 5 or more</p>
<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 list above 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>	650
<b>Estimated Cost</b>	\$790,000

#### 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. We offer annual staff size and degree supplements to our school Principals and degree supplements for our Principals and Assistant Principals. The staff size supplement ranges from \$1,000 - \$5,000 and we pay \$1,500 for an EDS degree and \$2,500 for PHD/EDD.

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