

## Wayne 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>	We are in need of Math certified staff in middle and high school grade levels and are also serving our ESL students with only 2 certified staff within the district. It is difficult to find a Spanish, or foreign language certification to fill the need we have in our high schools. A signing bonus will be paid to recruit new ESL, foreign language, math, library media specialists for positions the school system is unable to fill within 45 days after posting. <b>Priority Areas: K-4 (ESL/ELL), 5-8 (ESL/ELL, Math), 9-12 (ESL/ELL, Math Spanish, Foreign Language, Library Media Specialist)</b>
<b>Eligibility Criteria</b>	Certified in content/grade area; Teacher recruits must hold a valid Tennessee teaching license endorsed in the areas mentioned above and employed to teach in the area of endorsement. Only new hires are eligible.
<b>Compensation Type and Size</b>	<b>Compensation Type:</b> Bonus <b>Bonus Type:</b> Signing/Recruitment <b>Compensation Amount:</b> Compensation will be given as a signing bonus. Payment will be made in two equal payments of \$750.00 each. The first payment will be made in December, and the second payment will be paid at the end of the school year 2021-22.
<b>Reach</b>	2
<b>Estimated Cost</b>	\$3,000
Instructional Roles or Responsibilities	
<b>Description</b>	To receive a stipend for additional roles or responsibilities in one or more of the following areas: **Additional teacher opportunities after school or during the summer. **Mentoring teachers through professional development opportunities. **Teacher leaders within the school-technology coach, literacy coach, data analyst including RTI data <b>Number of Unique Roles: 3</b>
<b>Eligibility Criteria</b>	Certified in content/grade area; Teachers with experience in certain areas will provide professional development and in-service opportunities for teachers with less experience.
<b>Compensation Type and Size</b>	\$500 to \$4,500 per role
<b>Reach</b>	75
<b>Estimated Cost</b>	\$350,000
Performance	
N/A	
Alternative Salary Schedule	
<i>Is the district implementing an alternative salary schedule?</i> No	
Education*	

The salary schedule provides for salary raises based on an educational degree (BA, MA, MA+30, EDS, and Dr) and experience.

**Other**

**N/A**

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