

Wayne 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)	
Description	<p>We are in need of Math certified staff in middle and high school grade levels. We have also had difficulty in filling special education certified positions to begin the school year. A signing bonus will be paid to recruit new math and special education teachers if positions are unfilled within 45 days after posting positions.</p> <p>Priority Areas: K-4 (Math, Special Education), 5-8 (Math, Special Education), 9-12 (Math, Special Education)</p>
Eligibility Criteria	<p>Certified in content/grade area</p> <p>Teacher recruits must hold a valid Tennessee teaching license endorsed in the areas mentioned above and employed to teach in the area of endorsement. Priority areas: Math and special education.</p> <p>New hires</p>
Compensation Type and Size	<p>Compensation Type: Bonus Bonus Type: Signing/Recruitment</p> <p>Compensation Amount: 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 2022-23. The employee must complete the school year contract in order to receive the 2nd payment.</p>
Reach	2
Estimated Cost	\$3,000
Instructional Roles or Responsibilities	
Description	<p>To receive a stipend for additional roles or responsibilities in one or more of the following areas:</p> <p>Additional teacher opportunities after school or during the summer.</p> <p>Mentoring teachers through professional development opportunities.</p> <p>Teacher leaders within the school-technology coach, literacy coach, data analyst including RTI data</p> <p>Number of Unique Roles: 3</p>
Eligibility Criteria	Certified in content/grade area
Compensation Type and Size	Approximately \$1,600 per role
Reach	120
Estimated Cost	\$186,844
Performance	
N/A	
Alternative Salary Schedule	

Is the district implementing an alternative salary schedule? No

Education*

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

Other