

Grainger 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	Math and Driver's Education have been deemed as hard to staff. Priority Areas: K-4 (), 5-8 (), 9-12 (Math, Driver's Education)
Eligibility Criteria	Level of overall effectiveness (LOE) Certified in content/grade area: During the 2019-2020 school year, we had two vacant high school math positions that were never filled by teachers endorsed by the Tennessee Department of Education. Our plan included a bonus for high school math teachers, but the bonus was not enough to recruit high school math teachers. During the 2021-2022 school, we offered an incentive up to \$6,000 for a high school math teacher that will commit to at least 3 years with Grainger County Schools. New hires
Compensation Type and Size	Compensation Type: Bonus Bonus Type: Signing/Recruitment Retention Compensation Amount: A minimum of \$2,000 and a maximum of \$6,000 depending on the length of time that the teacher will commit to teaching in Grainger County Schools. High School Math (4)- 2 x \$2,000, 1 x \$4,000, 1 x \$6,000. Driver's Education- 1 x \$2,500.
Reach	5
Estimated Cost	\$16,500
Instructional Roles or Responsibilities	
Description	We have 4 County Wide Academic Interventionists. 3 in ELA and 1 in Math. They help teachers build lesson plans aligned to the TN State Standards and to aid teachers in the understanding of using data to inform decisions and improve student outcomes. Number of Unique Roles: 4
Eligibility Criteria	Level of overall effectiveness (LOE) Certified in content/grade area Advanced degrees
Compensation Type and Size	4 Interventionists x \$1,250. 3 Interventionists x \$3000. 1 Interventionist x \$12,000.
Reach	4
Estimated Cost	\$26,000
Performance	
N/A	
Alternative Salary Schedule	
<i>Is the district implementing an alternative salary schedule?</i> No	
Education*	

Compensate extra for MA, MA+30, EdS, Ed D.

Other