

## Giles County Schools

### 2018-19 Differentiated Pay Plan

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

Hard to Staff (School, Subject, or Placement)	
<b>Description</b>	Giles County will also use differentiated pay for hard to staff areas for CTE teachers. <b>Priority Areas: K-4</b> (Math, ESL/ELL, School Psychology, Special Education), <b>5-8</b> (Math, ESL/ELL, School Psychology, Special Education), <b>9-12</b> (Math, Science, ESL/ELL, School Psychology, Special Education, Other)
<b>Eligibility Criteria</b>	Certified in content/grade area We have identified Math, Chemistry, Special education, Pre-K, ESL, School Psychologist, and CTE teachers. New hires
<b>Compensation Type and Size</b>	<b>Compensation Type:</b> Bonus <b>Bonus Type:</b> Signing/Recruitment <b>Compensation Amount:</b> A total of \$3,000.00. \$2,000.00 when the teacher signs their contract and an additional \$1,000.00 after the third year of teaching for the district and sign their fourth year.
<b>Reach</b>	5
<b>Estimated Cost</b>	\$15,000
Instructional Roles or Responsibilities	
<b>Description</b>	Giles County will use differentiated pay as a stipend for learning leader to develop and build effective teaching and learning, and mentoring teachers in all our schools <b>Number of Unique Roles:</b> 1
<b>Eligibility Criteria</b>	Level of Overall Effectiveness (LOE), Certified in content/grade area Prospective teacher leaders will be screened by a committee of supervisors, principals, and peers.
<b>Compensation Type and Size</b>	\$1,500
<b>Reach</b>	36
<b>Estimated Cost</b>	\$56,000
Performance	
<b>Description</b>	Differentiated pay will be based on each teacher's overall level of effectiveness scores for the 2018-19 school year (to be paid in Fall 2019)
<b>Eligibility Criteria</b>	<b>Eligible Teachers:</b> Tested teachers, Non-tested teachers, Portfolio teachers <b>Eligibility Criteria:</b> Level of Overall Effectiveness (LOE) Scores of 4 or 5 will earn a bonus
<b>Compensation Type and Size</b>	\$400.00 for level 4 and \$500.00 for level 5
<b>Reach</b>	150
<b>Estimated Cost</b>	\$75,000
Alternative Salary Schedule	
<i>Is the district implementing an alternative salary schedule?</i> No	

**Education\***

We use the step and lane method and give additional salary for Masters, ED.S and PH.D.

**Other**

**N/A**

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