

Giles County Schools

2019-20 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)	
Description	Giles County will use bonus pay to help fill hard-to-staff positions. Priority Areas: K-4 (ESL/ELL, Special Education), 5-8 (ESL/ELL, Special Education), 9-12 (Math, ESL/ELL, Special Education, Other)
Eligibility Criteria	Certified in content/grade area In evaluating our Human Capital Data, we use this additional money to attract teachers to these positions and even to go back and get additional certifications for these hard to fill positions. Current teachers and new hires are eligible.
Compensation Type and Size	Compensation Type: Bonus Bonus Type: Signing/Recruitment/Retention Compensation Amount: Giles County gives a total \$3,000 for hard-to-staff positions. Teachers in these roles are given \$2,000 when they sign their contract and an additional \$1,000 after their third year of teaching for the district, entering their fourth year. Hard to Staff for current employees only qualifies as a retention bonus or for employees moving to hard to staff positions.
Reach	7
Estimated Cost	\$20,000
Instructional Roles or Responsibilities	
Description	Giles County offers 5 main Teacher Leader positions: Content, Mentor, Data, Blended Learning, & Curriculum Resources Coordinator. TLs will be required to work a minimum of 3-4 hours per month (depending on position). These hours will be logged via Google Drive. In addition, monthly TL meetings are required. TLs may be asked to lead Professional Development (at the school or district level). Principals will work with TLs to create more specific roles and expectations that are tailored to each school's needs. Teacher Leader positions available by school (prioritized by principals): <ul style="list-style-type: none"> • BMS- ELA; Math; Mentor • Elkton- Mentor, Math, ELA/R2BR (K-3), ELA (4-8) • GCHS- Math; Data (ACT); ELA • Minor Hill- Math; ELA; Blended Learning; Data • PES- ELA/R2BR; Math; Mentor; Science/SS • RES- ELA (K-3)/R2BR; ELA (4-5); Math; Data • Richland- Mentor; Data (ACT), Curriculum Coach • SES- ELA; Math; Data; Science • All schools: Curriculum/Materials Number of Unique Roles: 5 or more
Eligibility Criteria	Level of overall effectiveness (LOE); Individual TVAAS; Certified in content/grade area; Attendance minimum (i.e., miss no more than 12 days) When determining our Teacher Leaders for the 2019-2020 school year,

	principal recommendations, previous experience and work as a TL, and disposition scores will also help determine positions.
Compensation Type and Size	There will be a \$750 stipend for Curriculum Resources TL positions, \$1000 for Mentor Teacher Leaders, \$1000 for District Teacher Leader team members, and a \$1500 stipend (for all other TL positions).
Reach	40
Estimated Cost	\$56,000
Performance	
Description	Differentiated pay will be based on each teacher's overall TEAM effectiveness scores from the 2018-19 school year.
Eligibility Criteria	Eligible Teachers: Tested teachers; Non-tested teachers; Portfolio teachers Eligibility Criteria: Level of overall effectiveness (LOE) Teachers that are considered for performance bonus pay cannot miss more than ten days.
Compensation Type and Size	Level 4: \$400.00 Level 5: \$500.00
Reach	200
Estimated Cost	\$75,000
Alternative Salary Schedule	
<i>Is the district implementing an alternative salary schedule?</i> No	
Education*	
Compensation is based on years of experience as well as advanced degrees for the following: Masters, Ed.S., and Doctorate.	
Other	
N/A	

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