

## Grundy County Schools

### 2019-20 Differentiated Pay Plan

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

Hard to Staff (School, Subject, or Placement)	
<b>Description</b>	<b>Priority Areas: 9-12</b> (Math (4), School Psychology (1), Fine Arts (1 – Elem. Music), Special Education (1), Other: Speech Language Pathologist (1))
<b>Eligibility Criteria</b>	Certified in content/grade area; Current teachers and new hires are eligible.
<b>Compensation Type and Size</b>	<b>Compensation Type:</b> Bonus <b>Bonus Type:</b> Signing/Recruitment/Retention <b>Compensation Amount:</b> \$2500 one time signing bonus/\$1250 retention incentive/potential of two part bonus
<b>Reach</b>	8
<b>Estimated Cost</b>	\$12,500

Instructional Roles or Responsibilities	
N/A	

Performance	
<b>Description</b>	Updated (May 2020): Due to COVID-19 school closures and no testing or evaluation data for 2019-20, the Grundy County School District plans on using the LOE data from the 2018-2019 school year to determine the performance component for the 2019-2020 school year. LOE 3 \$500 LOE 4 \$750 LOE 5 \$1250
<b>Eligibility Criteria</b>	<b>Eligible Teachers:</b> Tested teachers; Non-tested teachers; Portfolio teachers; School administrators <b>Eligibility Criteria:</b> Level of overall effectiveness (LOE) To receive the performance bonus, the employee must be: *Employed full time at the time of payout by Grundy County Schools unless he/she meets the following: *An individual who retires at the completion of the previous school year will receive the bonus earned (individuals who retire prior to the end of the school year will not receive the bonus).
<b>Compensation Type and Size</b>	LOE 3 \$500 LOE 4 \$750 LOE 5 \$1250
<b>Reach</b>	160
<b>Estimated Cost</b>	\$150,000

Alternative Salary Schedule	
<b>Is the district implementing an alternative salary schedule?</b> No	

Education*	
They increase their pay based on degree and years of service on the board approved pay scale. Degrees recognized include BS, MS, MS+30, EDS, and DR.	

Other	
N/A	

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