

Bradley County Schools 2019-20 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	Bradley County will offer a signing bonus for new teachers in the hard-to-staff positions in secondary German and French. We will also be offering signing bonuses for K-12 school psychologists and speech language pathologists. The award will be given as a two-part bonus. \$500 at the beginning of the fall semester and \$500 at the beginning of the spring semester. Priority Areas: K-4 (School Psychology, Special Education), 5-8 (School Psychology, Special Education), 9-12 (School Psychology, Fine Arts, Special Education)
Eligibility Criteria	Certified in content/grade area New hires are eligible.
Compensation Type and Size	Compensation Type: Bonus Bonus Type: Signing/Recruitment Compensation Amount: The award will be given as a two-part bonus with \$500 awarded at the beginning of each semester for a total of \$1000. It is estimated that 6 teachers will be awarded this bonus and we will know more closer to the school year beginning.
Reach	6
Estimated Cost	\$6,000
Instructional Roles or Responsibilities	
Description	The compensation will be given yearly in the form of a stipend to the teachers who will serve in roles: <ul style="list-style-type: none"> • math teacher leaders to facilitate professional development and review best instructional practices; • writing teacher leaders to review best instructional practices and develop professional development; • kindergarten portfolio support to review best instructional practices and develop professional development; • CTE development and work based learning facilitator to review best instructional practices and develop professional development. Number of Unique Roles: 4
Eligibility Criteria	Level of overall effectiveness (LOE); Individual TVAAS; Certified in content/grade area
Compensation Type and Size	<ul style="list-style-type: none"> • 15 elementary and secondary math teachers will each be given a stipend in the amount of \$1,000 for the role of math teacher leader. This is a total of \$15,000. • 21 elementary teachers will be given a stipend in the amount of \$500 each for the role of writing task force for a total of \$10,500. • 1 elementary teacher will be given a stipend in the amount of \$1000 for the role of lead teacher of the writing task force for a total of \$1,000.

- 2 Kindergarten teachers will be given a stipend of \$500 at the end of the year for kindergarten portfolio support.
- 1 CTE/work based learning facilitator will be given a stipend of \$4000.

Reach 40

Estimated Cost \$31,500

Performance

N/A

Alternative Salary Schedule

Is the district implementing an alternative salary schedule? No

Education*

It is reflected in our salary schedule for 2019-2020 with step increases for advanced degrees: BA/BS, MA/MS, MS+30, EDS, and DR.

Other

Each teacher that is National Board Certified will receive \$1,000 stipend in their check in March. We have a total of 2 teachers who receive this.

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