

Williamson County Schools

2020-21 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	<p>\$2,000 early contract bonus, \$1,000 hiring bonus, and \$250 retention bonus for middle/high school math, science, and world language teachers; also K-12 special education teachers, psychologists, and speech language pathologists.</p> <ul style="list-style-type: none"> \$2,000 early contract bonus payable as follows: paid on first paycheck. \$1,000 hiring bonus payable as follows: first payment of \$500 on September 15 (or first paycheck if hired after first teacher day) and second payment of \$500 on January 15. If the new hire is hired after January 1, the second payment of \$500 will be June 15. \$250 retention bonus payable as follows: paid on September 15 if teacher worked in hard to staff role in prior school year. <p>Priority Areas: K-4 (School Psychology, Special Education, Other), 5-8 (Math, Science, School Psychology, Special Education, Other), 9-12 (Math, Science, School Psychology, Special Education, Other)</p>
Eligibility Criteria	<p>Certified in content/grade area</p> <p>To receive the above bonuses, teachers cannot have received suspension-level discipline in the year of the payment.</p> <p>Current teachers and new hires are eligible.</p>
Compensation Type and Size	<p>Compensation Type: Bonus Bonus Type: Signing/Recruitment/Retention</p> <p>Compensation Amount:</p> <p>30 x \$2,000 = \$60,000</p> <p>145 x \$1,000 = \$145,000</p> <p>580 x \$250 = \$145,000</p>
Reach	755
Estimated Cost	\$350,000

Instructional Roles or Responsibilities	
Description	<p>The traditional leadership roles will mentor other teachers, ensure teacher commitment to WCS' scope & sequence, schedule and lead team meetings, etc. Additionally, each new teacher to the profession will be assigned both a school-based and district-based mentor. New teachers to WCS with prior teaching experience will be assigned a school-based mentor.</p> <p>Roles include Grade Level Chair, Building Level Teacher, Team Leader, Department Head, Testing Coordinator, Mentor, Science Facilitator, Social Studies Facilitator, PLC Leadership Team-member, Data Team-member, and RTI Team-member.</p> <p>Number of Unique Roles: 5 or more</p>

Eligibility Criteria	Level of overall effectiveness (LOE); Individual TVAAS; Certified in content/grade area; Attendance minimum (i.e., miss no more than 12 days); Years of experience; Advanced degrees Using the criteria listed as a baseline, administrators have responsibility in assigning these roles and additional responsibilities.
Compensation Type and Size	Compensation ranges from \$675 to \$3,500 annually.
Reach	750
Estimated Cost	\$1,000,000
Performance	
N/A	
Alternative Salary Schedule	
<i>Is the district implementing an alternative salary schedule?</i> No	
Education*	
We have differentiated pay lanes for advanced degrees (MA, MA30, EDS, and PHD) for new hires hired after July 1, 2014. For those hired prior to that date, we have additional pay lanes for additional credits (BS10, BS20, MA10, MA20).	
Other	
\$2,500 per teacher for National Board Certification appearing on license.	

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