

## Grundy County Schools

### 2021-22 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:</b> <b>K-4</b> (Speech/Language Pathology, Music, Interpreter, School Psychology), <b>5-8</b> (Speech/Language Pathology, Music, Interpreter, School Psychology), <b>9-12</b> (Math, Science, Foreign Language, Speech/Language Pathology, Music, Interpreter, School Psychology)
<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> \$2,500 one time signing bonus; \$1,250 retention incentive/potential of two part bonus
<b>Reach</b>	12
<b>Estimated Cost</b>	\$15,000

Instructional Roles or Responsibilities	
N/A	
Performance	
<b>Description</b>	The district will provide performance bonuses based on Level of Overall Effectiveness (LOE) scores.
<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)
<b>Compensation Type and Size</b>	LOE 3 = \$500 LOE 4 = \$750 LOE 5 = \$1250
<b>Reach</b>	169
<b>Estimated Cost</b>	\$150,000

Alternative Salary Schedule	
<b>Is the district implementing an alternative salary schedule?</b> No	
Education*	
The Salary Schedule includes lanes for BS, MAS, M30, EDS, and DOC.	
Other	

School Leader Performance Compensation:

- LOE 3 = \$500
- LOE 4 = \$750
- LOE 5 = \$1250

Based on Overall District Composite of 3 or higher, employees staffed as Central Office Supervisors (for a minimum of 120 days) will be eligible for a performance-based bonus.

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