

Giles County Schools

2021-22 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	Giles County will use bonus pay to help fill hard-to-staff positions. Priority Areas: K-4 (ESL/ELL, School Psychology, Special Education), 5-8 (ESL/ELL, School Psychology, Special Education), 9-12 (ESL/ELL, School Psychology, Special Education, Math, Science)
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 allow current teachers to attain additional certifications for hard to staff 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 of \$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 fourth year of teaching for the district (entering their fifth year). Hard to Staff for current employees only qualifies as a retention bonus or for employees moving to hard to staff positions.
Reach	10
Estimated Cost	\$16,000

Instructional Roles or Responsibilities	
Description	Giles County offers the following Teacher Leader positions: Math, ELA, Science, Data, Mentor/Social Emotional, Blended Learning, & Curriculum Resources Coordinator. TLs will be required to work a minimum of 4 hours per month. 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. Number of Unique Roles: 1
Eligibility Criteria	Level of overall effectiveness (LOE); Individual TVAAS; Certified in content/grade area; When determining our Teacher Leaders for the 2021-2022 school year, principal recommendations, previous experience and work as a TL, and interviews will help determine positions.
Compensation Type and Size	\$2,000 for all teacher leader positions
Reach	52
Estimated Cost	\$104,000

Performance	
N/A	

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.*