

## Marion County Schools

### 2019-20 Differentiated Pay Plan

Hard-to-Staff	<input 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)

N/A

#### Instructional Roles or Responsibilities

##### Description

Marion County Schools Learning Leaders

- The district will have 18 Learning Leaders.
- Division of 18 Learning Leaders: 2 Elementary Math/2 Elementary Literacy/1 Elementary Social Studies/1 Elementary Science/2 Middle Math/2 Middle Literacy/1 Middle Social Studies/1 Middle Science/2 High Math/2 High Literacy/1 High Social Studies/1 High Science
- Learning Leaders will function in a role that builds leadership capacity and support educators. The main role of the Learning Leaders will be to increase educator effectiveness.
- Learning Leaders will support educators K-12.

Roles and Responsibilities

1. Attend Summer Coaching Institute
2. Develop and Deliver District and School Professional Development for Educators
3. Review and Develop District Pacing Guides
4. Develop Common Formative Assessments aligned to State Standards, Pacing Guides, and TCAP
5. Serve on District Math and Literacy Committees
6. Develop and implement Literacy and Math Units
7. Peer Observation and Support
8. Digital Capture of Effective Instructional Strategies

**Number of Unique Roles: 1**

##### Eligibility Criteria

Level of overall effectiveness (LOE); Individual TVAAS; Certified in content/grade area; Years of experience  
Learning Leaders must apply for the positions. Qualified applicants are interviewed and administrator referrals are considered. Previous leadership experience and adult coaching are considered when making final selection.

##### Compensation Type and Size

\$3,000.00 per instructional role

##### Reach

18

##### Estimated Cost

\$54,000

#### Performance

N/A

#### Alternative Salary Schedule

*Is the district implementing an alternative salary schedule?* No

#### Education\*

Marion County Schools have a graduated scale for compensation of advanced degrees: BS, MA, MA+30, EDS, and DR.

**Other**

Teachers that receive National Board Certification receive a one time payment of \$2,500.00 the year they are certified.

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