

## Greene 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

<b>Description</b>	Learning leaders, PLC facilitators <b>Number of Unique Roles: 2</b>
<b>Eligibility Criteria</b>	Level of overall effectiveness (LOE); Individual TVAAS; Certified in content/grade area Application is made each year. Selections are made based on teacher effectiveness.
<b>Compensation Type and Size</b>	Learning leader - \$1,000 to \$2,000 PLC facilitator - \$1,500 to \$2,000
<b>Reach</b>	60
<b>Estimated Cost</b>	\$100,000

#### Performance

<b>Description</b>	Updated (May 2020): Due to COVID-19 school closures and no testing or evaluation data for 2019-20, the district will not offer a performance incentive for the 2019-20 school year.
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#### Alternative Salary Schedule

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

#### Education\*

Salary lanes exist for each degree: MA, MA+30, EDS, EDD. Pre-approval is required for pay increase for degrees above Masters.

#### Other

The director of schools shall pay signing bonus based on hard to staff positions to be determined on an annual basis. These tend to be only in subject-specific areas of middle and high school. For the 2019-20 school year, Greene County Schools has identified a high school principal position as hard-to-staff. To be eligible, one must be certified in content/grade area. New hires are eligible. The incentive for this role is a signing/recruitment bonus up to \$6,000.

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