

Union County Schools

2020-21 Differentiated Pay Plan

Hard-to-Staff	<input type="checkbox"/>
Instructional Roles	<input checked="" type="checkbox"/>
Performance	<input type="checkbox"/>
Alternative Salary Schedule	<input checked="" type="checkbox"/>

Hard to Staff (School, Subject, or Placement)

N/A

Instructional Roles or Responsibilities

Description	<ul style="list-style-type: none"> Teacher Ambassadors: <ul style="list-style-type: none"> Attend Summer TEAM meetings Attend Monthly district Teacher Ambassador meetings collaborating with district coaches and leaders Work with school and district PLCs Design and create video lessons for use in distance learning to roll out to teachers Serve to facilitate training at the school level with new distance learning platform (LMS) Assist new teachers in the implementation of 1:1 instruction in the classroom as well as distance learning Teacher Leaders <ul style="list-style-type: none"> Design and facilitate district-wide and school-based PD during the school year as directed by the PD coordinator Work with teachers as needed in 1:1 initiative in distance learning and provide school-level PD with LMS Assist teachers with strategies in videos on the LMS
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Number of Unique Roles: 2

Eligibility Criteria	<p>Level of overall effectiveness (LOE); Individual TVAAS; Certified in content/grade area; Years of experience</p> <ul style="list-style-type: none"> Both must be able to work effectively with teachers, principals, district coaches and district leaders. TAs should possess strong relationship, leadership, and instructional skills Value professional learning communities Possess the ability to be self motivated and directed Maintain confidentiality Demonstrate a positive attitude about teaching, learning and helping others
Compensation Type and Size	<p>Teacher Ambassador \$3,000.00</p> <p>Lead Teachers \$2,000.00</p>
Reach	25
Estimated Cost	\$100,000

Performance

N/A

Alternative Salary Schedule

Is the district implementing an alternative salary schedule? Yes

Type: Advanced degree payments determined using district specific criteria (i.e., district does not award increases for any and all advanced degrees)

Criteria: Years of experience

Advanced degree supplements are only awarded if the educator is working in the area for which the degree is awarded.

Reach: 268

Estimated Cost: \$150,000

Education*

Educators are compensated for advanced degrees if they are currently serving in the area for which they have earned the degree

Other

Additional Compensation for School Leaders:

- Based on School-wide TVAAS Levels:
 - 5 = \$1,000
 - 4 = \$750
 - 3 = \$500

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