

## Paris Special School District 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 type="checkbox"/>

Hard to Staff (School, Subject, or Placement)	
N/A	
Instructional Roles or Responsibilities	
<b>Description</b>	<ul style="list-style-type: none"> <li>Data Champion - teacher leader who assists with tracking assessment data such as benchmarks, RTI, TNReady, CASE, and TVAAS data to drive instruction.</li> <li>Portfolio Leads - PreK, K, and 1st grade teachers leaders to assist in training and developing capacity for their peers with grade level portfolio. They will also serve as the district scoring team.</li> <li>Local Grant Coordinator - Assist teachers with writing local grants funded through a community foundation partnership.</li> <li>Diversity Team Leaders - lead staff and students in the district through appreciation and diversity training.</li> </ul>
<b>Number of Unique Roles: 4</b>	
<b>Eligibility Criteria</b>	Certified in content/grade area; Attendance minimum (i.e., miss no more than 12 days); Years of experience; Advanced degrees; Past responsibilities and roles in the district
<b>Compensation Type and Size</b>	Portfolio Lead Teachers (3) - \$1,500 Data Champion (1) - \$3,000 Diversity Team (3) - \$2,500 Grant Coach (1) - \$1,000
<b>Reach</b>	8
<b>Estimated Cost</b>	\$8,000
Performance	
<b>Description</b>	
Alternative Salary Schedule	
<i>Is the district implementing an alternative salary schedule?</i> No	
Education*	
The PSSD has bachelor's w/years of experience, master's w/years of experience, EDS w/years of experience, and Doctoral w/years of experience lanes on the salary schedule.	
Other	
N/A	

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