

## Paris Special School District 2021-22 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

Data Champion - teacher leader who assists with tracking assessment data such as benchmarks, RTI, TNReady, CASE, and TVAAS data to drive instruction. Teacher leader works with assistant principals through PLCs.

Portfolio Leads - PreK, K, & 1st grade teacher leaders to assist in training and developing capacity for their peers with grade level portfolio. They will also serve as the district scoring team.

Local Grant Coordinator - Teacher leader who assists peers with writing local grants that are funded through a community foundation partnership.

Math Champions - Teacher leaders who will build the capacity of their peers in mathematics content through after-school professional development and vertical planning. These teachers will be high performing in math growth and banner carriers for their subject area content.

**Number of Unique Roles: 4**

#### Eligibility Criteria

Level of overall effectiveness (LOE); Individual TVAAS; Certified in content/grade area; Years of experience; Proven track record of teacher leadership and levels of effectiveness; Strong peer relationships

#### Compensation Type and Size

Data Champion - 1 @ \$3,000.00  
Portfolio Lead Teachers - 3 @ \$500 = \$1,500.00  
Local Grant Coordinator - 1 @ \$1,000.00  
Math Champions - 3 @ \$833 = \$2,500.00

#### Reach

8

#### Estimated Cost

\$8,000

### Performance

N/A

### Alternative Salary Schedule

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

### Education\*

The district recognizes Bachelors, Masters, Masters +30, Ed.S., and Ed.D. degrees. Education information is gathered from TNCompass in July and December of each year. Teacher pay increases are reflected in August and/or January upon program completion in TNCompass.

### Other

N/A

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