

Washington County 2022-23 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	<p>(1) Two Student Technology Support Specialists to support and train teachers with instructional technology</p> <p>(2) Four Instructional Coaches to support and train teachers</p> <p>(3) One position as coordinator of RTI programs</p> <p>(4) Two support positions as teacher-leaders in RTI programs working with teachers</p> <p>(5) Four mentor administrators to support new administrators</p> <p>(6) Forty mentor teachers to support new teachers</p> <p>Number of Unique Roles: 5 or more</p>
Eligibility Criteria	<p>Level of overall effectiveness (LOE)</p> <p>Certified in content/grade area</p> <p>Years of experience</p> <p>Individuals are selected with the intent to develop and increase leadership capacity within instructional staff.</p> <p>Eligibility criteria will be Level of Overall Effectiveness (LOE) and certified in content/grade area.</p>
Compensation Type and Size	<p>Compensation for roles 1 and 2 are based on degree, experience and time on task. Compensation for roles 3, 4, 5 and 6 are based on time on task and performance in teacher support.</p> <p>(1) Two Student Technology Support Specialists (2) x \$63,476.00</p> <p>(2) Four Instructional Coaches to support and train teachers (4) x \$69,540.75</p> <p>(3) One position as coordinator of RTI programs (1) x \$4,950.00</p> <p>(4) Two support positions as teacher leaders in RTI programs working with teachers (2) x \$3,630.00</p> <p>(5) Four mentor administrators to support new administrators (4) x \$330.00</p> <p>(6) Forty mentor teachers to support new teachers (40) x \$330.00</p>
Reach	53
Estimated Cost	\$431,845
Performance	
N/A	
Alternative Salary Schedule	
<i>Is the district implementing an alternative salary schedule?</i> No	

Education*

Pay increases are awarded for MA, MA+10, MA+30, MA+40, EdS, MA+50, MA+60 and EdD degrees.

Other