

OAK RIDGE

2023-24 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

*STEM Coaches: Help teachers identify the best available tools to help them meet their objectives; Encourage participation; Provide support for Problem Based Learning activities; Identify/catalog/share best practices and instructional activities; Conduct needs assessment and develop a STEM action plan; Model professionalism, model and share research-based best practices and model transparency to foster safety and trust.

*Data Coach: Serve as a resource to the school by compiling, analyzing and communicating data; Collaborate with PLC Coach to serve as a resource to collaborative teams by assisting with data collection and analysis; Serve on school RTI team and participate in RTI data collection and analysis; Model professionalism, model and share research-based best practices, and model transparency to foster safety and trust.

Number of Unique Roles: 2

Eligibility Criteria

Level of overall effectiveness (LOE)
Individual TVAAS
Certified in content/grade area
Attendance minimum (i.e., miss no more than 12 days)
Individuals expressing interests in one of these positions will be required to apply by submitting answers to multiple questions that will be provided to each applicant. Only individuals with positive LOE and TVAAS results will be considered for these po

Compensation Type and Size

Stipends are \$1,750 per year for each position.

Reach

23

Estimated Cost

\$40,250

Performance

N/A

Alternative Salary Schedule

Is the district implementing an alternative salary schedule? No

Education*

The Oak Ridge Schools Salary Schedule recognizes and pays a higher salary to staff members who have completed an advanced degree, including BS, MS, MS+30, EdS, and DR.

Other