



2023-24 Differentiated Pay Plan Submission

Hard-to-Staff Schools, Subjects, and/or Grades

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| Is your district implementing a Hard-to-Staff component for the 2023-24 school year? | Yes |
| Hard-to-Staff Priority Areas | K-5 = Math, Science, Reading/ELA, School Psychology, Fine Arts, Special Education, Other (explain below) 6-8 = Math, Science, Reading/ELA, School Psychology, Fine Arts, Special Education, Other (explain below) 9-12 = Math, Science, Reading/ELA, School Psychology, Fine Arts, Special Education, Other (explain below) |
| Describe any additional hard-to-staff areas that were not listed above. | Content Coordinator Positions that can support and lead teachers to a better understanding of their standards. Instructional coaches that can redeliver pedagogy PD. |
| Describe the eligibility criteria for Hard-to-Staff component: | Certified in content/grade area Attendance minimum (i.e., miss no more than 12 days) Years of experience Advanced degrees |
| Provide any additional details about eligibility criteria for Hard-to-Staff: | Positions that are essential to the district attaining our goals for improving student achievement. |
| Who is eligible for your Hard-to-Staff component? | Current teachers New hires |
| What types of Hard-to-Staff bonuses are available? | Signing/Recruitment Retention |
| What is the amount of the compensation per Hard-to-Staff role? | Up to \$2000 |
| Estimate the number of teachers who will receive Hard-to-Staff compensation in 2023-24: | 45 |
| Estimate the total district cost of the Hard-to-Staff component: | 25000.00 |
| Estimate the percentage of total salary expenditures that the Hard-to-Staff component represents: | 10.00 |

Instructional Roles and Responsibilities

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| Is your district implementing instructional roles and/or responsibilities for the 2023-24 school year? | Yes |
| How many unique instructional roles will be implemented for the 2023-24 school year? | 5 or more |
| Description of Instructional Roles and Responsibilities | Content Coordinators Instructional Coaches |
| Describe the eligibility criteria for the Instructional Roles and Responsibilities component: | Certified in content/grade area Years of experience Advanced degrees |
| Provide any additional details about eligibility criteria for the Instructional Roles and Responsibilities component: | Have the ability to teach and support teachers with pedagogy and content-specific standards. |
| What is the amount of the compensation per instructional role? | Up to \$2000 |
| Estimate the number of teachers that will receive compensation for instructional roles in 2023-24: | 10 |
| Estimate total district cost of the Instructional Roles and Responsibilities component: | 40000.00 |
| Estimate the percentage of total salary expenditures that the Instructional Roles and Responsibilities component represents: | 10.00 |

Performance

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| Is your district implementing a performance based bonus for the 2023-24 school year? | Yes |
| Which teachers are eligible for the Performance Bonus component? | Tested teachers |
| Which performance criteria are required to receive this bonus component? | Level of overall effectiveness (LOE) Individual TVAAS, portfolio growth score or alternative growth score - universal reading screener |
| Provide any additional details about the performance criteria: | Level 4 or 5 |

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| What is the amount of compensation per performance criteria? | 500 |
| Estimate the number of teachers that will receive performance bonuses in 2023-24: | 30 |
| Estimate the total district cost of the Performance Bonus component: | 15000.00 |
| Estimate the percentage of total salary expenditures that the Performance Bonus component requires: | 10.00 |

2023-24 Salary Schedule

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| Describe how educators are compensated for earning advanced degrees in your district: | Embedded in the salary pay matrices. |
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