

## Paris

### 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	<p><b>District Wide Data Coach</b> - facilitate data chats with PLCs in all schools - 1 FTE</p> <p><b>District Wide Literacy and Math Instructional Grant Coach</b> - facilitate grant opportunities for literacy and math teachers as well as support teachers in the writing of grants - 1 FTE</p> <p><b>Portfolio Leads</b> - 3 FTE - teacher leaders to support PreK, Kindergarten, and First grade teachers in portfolio work</p> <p><b>Family Involvement School Instructional Leads</b> - 3 FTE - teacher leaders to coordinate and support reading and math family involvement activities</p> <p><b>Number of Unique Roles:</b> 4</p>
Eligibility Criteria	<p>Individual TVAAS</p> <p>Certified in content/grade area</p>
Compensation Type and Size	<p>District Wide Data Coach (1) x \$3,000.00</p> <p>District Wide Literacy and Math Instructional Grant Coach (1) x \$1,000.00</p> <p>Portfolio Leads (3) x \$650.00</p> <p>Family Involvement School Instructional Leads (3) x \$650.00</p>
Reach	8
Estimated Cost	\$7,900
Performance	
N/A	
Alternative Salary Schedule	
<i>Is the district implementing an alternative salary schedule?</i> No	
Education*	
There is an increase for graduate degrees at Master's, Master's +30, Ed. S., and Ed.D. or Ph.D. These increases are in addition to annual step increases that occur through year 25.	
Other	