

## Fayetteville City Schools

### 2018-19 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	
<b>Description</b>	<b>Teacher Mentor/Instructional Coaches-</b> <ul style="list-style-type: none"> <li>Promote and build effective leaders through high-quality professional learning,</li> <li>promote an increase in teacher effectiveness through professional learning and shared best practices,</li> <li>increase student outcomes through best practices and data-driven instruction and assessment.</li> </ul> <b>Number of Unique Roles: 1</b>
<b>Eligibility Criteria</b>	Level of Overall Effectiveness (LOE) Individual TVAAS Certified in content/grade area Attendance minimum (i.e. miss no more than 12 days)  Years experience does not necessarily make a good instructional coach or mentor especially if the goal is to increase rigor. New hires will be paired with the individuals within their grade level who are the most rigorous and progressive. This will be assessed by data analysis, principal observation, and supervisor observation.
<b>Compensation Type and Size</b>	Teacher Leader/ Mentor will be compensated at \$30 per hour with total compensation per contract not to exceed \$1,250
<b>Reach</b>	8
<b>Estimated Cost</b>	\$10,000
Performance	
N/A	
Alternative Salary Schedule	
<b>Is the district implementing an alternative salary schedule?</b> No	
Education*	
Salaries are increased based upon advanced degrees and years experience. Degrees include: BA, MA, MA +30, EDS, and DOCT.	
Other	
N/A	

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