

Campbell County 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

Description

The district will offer bonus pay (stipend) for the following additional roles and responsibilities:

- Teacher Leader is to serve as a liason between administration and teachers, modeling best practices and building the capacity of peer educators, facilitating and supporting the collaboration of teacher school team structures to improve classroom instruction and student learning/achievement, and monitor use of data and assessments. Highly effective teachers with a preferred LOE of 4 or 5 will be selected for the Teacher Leader/PLC Facilitator roles to lead, facilitate, and mentor in the schools.
- The Teacher Mentor will assist with the onboarding of first year teachers, faciliating conversations around the growth process of first year teaching, and lead new teacher professional learning.
- The Literacy Coach will model research-based practices in Tier 1 instruction focusing on foundational literacy skills, text complexity and integration across curriculum.
- Lead Educators will support and build capacity with new Literacy Coaches.

Number of Unique Roles: 4

Eligibility Criteria

Level of Overall Effectiveness (LOE), Individual TVAAS, Certified in content/grade area
LOE - Level of Effectiveness (preferred 4 or 5)
Individual TVAAS (indicating student growth and achievement)

Compensation Type and Size

Compensation will be given as a bonus/stipend. The stipend amount is a maximum of \$2,500.00 per year.
Teacher Leader (12) x \$2,500.00
Teacher Mentor (1) x \$2,500.00
Literacy Coach (8) x \$2,500.00
Lead Educators (2) x \$2,500

Reach

23

Estimated Cost

\$60,000

Performance

N/A

Alternative Salary Schedule

Is the district implementing an alternative salary schedule? No

Education*

Educators earn a step raise per additional degrees. Degrees include BS, MS, MS+30, EDS, and EDD.

N/A

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