

## Anderson County Schools

### 2018-19 Differentiated Pay Plan

Hard-to-Staff	<input checked="" 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)	
<b>Description</b>	Secondary Math, Science and Health Science positions can be difficult to fill. As of today we do not have any shortages but that could change. <b>Priority Areas: K-4</b> (ESL/ELL, Special Education), <b>5-8</b> (ESL/ELL, Special Education), <b>9-12</b> (Math, Science, ESL/ELL, Special Education)
<b>Eligibility Criteria</b>	Level of Overall Effectiveness (LOE), Certified in content/grade area, Attendance minimum (i.e. miss no more than 12 days), Years of experience New hires
<b>Compensation Type and Size</b>	<b>Compensation Type:</b> Base Pay Increase <b>Compensation Amount:</b> Five years of teaching experience is the limit new hires are allowed to claim for payroll purposes. We can waive that five year limit for hard to staff subjects.
<b>Reach</b>	1
<b>Estimated Cost</b>	\$2,500

Instructional Roles or Responsibilities	
<b>Description</b>	The district plan is to build leaders at every school by establishing a learning network that will improve educators' effectiveness and create a systemic framework to support the district and school level leadership needs. This network will also improve the pipeline for aspiring administrators by building capacity in the existing staff. These roles will be defined with specific job descriptions which provide instructional support at the school level. Areas of focus for each leadership role must be job embedded and directly linked to evidence based practices. (Examples: leading PLC, mentoring Level I & II teachers, supporting literacy, developing common assessments, etc.)  <b>Number of Unique Roles:</b> 5 or more
<b>Eligibility Criteria</b>	Level of Overall Effectiveness (LOE), Certified in content/grade area, Attendance minimum (i.e. miss no more than 12 days) Teachers with an overall composite score of 3, 4 or 5 will be given first priority to apply for these positions. The number of positions will be determined by available funding and priority along with the job descriptions will be submitted annually for approval with the school's SIP.
<b>Compensation Type and Size</b>	Each role will have compensation of \$25.00 an hour. Teachers will be paid a stipend at the end of each semester.
<b>Reach</b>	300
<b>Estimated Cost</b>	\$245,000

#### Performance

N/A

#### Alternative Salary Schedule

*Is the district implementing an alternative salary schedule?* No

**Education\***

The district recognizes MS, Ed.S/MS+30, and Ed.D/Ph.D.

**Other**

**N/A**

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