

Moore County Schools

2019-20 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)	
Description	<p>The Moore County Department of Education may designate vacant teaching positions as "difficult to fill" based on 2 or fewer applicants for a vacant position.</p> <p>The Director of Schools is authorized to pay a salary up to 5 levels above the years of experience of a certified teacher and/or one category above that required by the teacher's degree in positions designated as "difficult to fill."</p> <p>Upon approval by the school board on a case by case basis, the Moore County Department of Education can also reimburse teachers in "difficult to fill" positions for tuition for training/university courses required to fulfill qualifications for these positions.</p> <p>Priority Areas: 9-12 (Math, Science, Other)</p>
Eligibility Criteria	<p>Certified in content/grade area</p> <p>New hires are eligible.</p>
Compensation Type and Size	<p>Compensation Type: Base Pay Increase</p> <p>Compensation Amount: The Director of Schools is authorized to pay a salary up to 5 levels above the years of experience of a certified teacher and/or one category above that required by the teacher's degree in positions designated as "difficult to fill".</p>
Reach	2
Estimated Cost	\$10,000

Instructional Roles or Responsibilities	
Description	<p>Department/Grade Level Leaders - facilitate professional learning communities and provide leadership/mentorship for new hires.</p> <p>Number of Unique Roles: 1</p>
Eligibility Criteria	<p>Level of overall effectiveness (LOE)</p> <p>Teachers apply for the leadership position and are selected by the administration.</p>
Compensation Type and Size	\$1,050
Reach	15
Estimated Cost	\$15,750

Performance	
N/A	

Alternative Salary Schedule	
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Is the district implementing an alternative salary schedule? No

Education*	
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The following advanced degrees are included in the salary schedule: MA, MA+30, Ed.S and above.

Other	
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N/A

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