

## Carroll County Schools

### 2019-20 Differentiated Pay Plan

Hard-to-Staff	<input checked="" type="checkbox"/>
Instructional Roles	<input type="checkbox"/>
Performance	<input type="checkbox"/>
Alternative Salary Schedule	<input type="checkbox"/>

Hard to Staff (School, Subject, or Placement)	
<b>Description</b>	The Carroll County School District will pay tuition for career and technical education and special education teachers at a rate of one (1) three hour course per year. The Carroll County Board will pay for one (1) course or a training class which will lead to industry certification per school year. The Carroll County Board of Education will pay for the cost of Praxis test for any full-time teacher employed by the Carroll County Board of Education. <b>Priority Areas: 9-12 (Other)</b>
<b>Eligibility Criteria</b>	Many times newly employed CTE teachers are required to obtain 18 university credits within education and maintain industry certifications. Carroll County schools offers the incentive of to applicants by paying for those requirements after successful completion by the employee. Current teachers and new hires are eligible.
<b>Compensation Type and Size</b>	<b>Compensation Type:</b> Bonus <b>Bonus Type:</b> Signing/Recruitment/Retention <b>Compensation Amount:</b> We estimate approximately 3 teachers will be reimbursed for college courses at a rate of \$1,200 per course. An estimate of 2 teachers taking industry certification test at an estimated cost of \$250 each, and 2 teachers taking praxis exams at \$120 per test.
<b>Reach</b>	7
<b>Estimated Cost</b>	\$6,000
Instructional Roles or Responsibilities	
N/A	
Performance	
N/A	
Alternative Salary Schedule	
<b>Is the district implementing an alternative salary schedule?</b> No	
Education*	
Advanced degrees are built into Carroll County Schools' salary schedule: Bachelor, Masters, Masters+30, EDS, and PhD.	
Other	
Carroll County Schools reimburses the cost to the employee once he/she has successfully completed industry board certification.	

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