

Newport City Schools

2020-21 Differentiated Pay Plan

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

Hard to Staff (School, Subject, or Placement)	
Description	1 Teacher for Gifted 3 Teachers for Science in 7th Grade Priority Areas: K-4 (Other), 5-8 (Science, Other)
Eligibility Criteria	Certified in content/grade area Only current teachers are eligible.
Compensation Type and Size	Compensation Type: Bonus Bonus Type: Signing/Recruitment Compensation Amount: \$2,000
Reach	4
Estimated Cost	\$8,000
Instructional Roles or Responsibilities	
Description	7 Lead Teachers 11 Mentors 1 RTI Coordinator Reading Interventionist K-2 Math Interventionist K-2 2 Interventionists (Close Learning Gap in K-8 Due to COVID 19) Number of Unique Roles: 5 or more
Eligibility Criteria	Level of overall effectiveness (LOE); Certified in content/grade area; Years of experience
Compensation Type and Size	Lead Teachers - 7 x \$1,000= \$7,000 Mentors - 11 x \$500 = \$5,500 RTI Coordinator - \$1,000 Interventionists - 4 x \$500 =\$2,000
Reach	23
Estimated Cost	\$15,500
Performance	
Description	Teachers receiving an individual TVAAS in grades 3-8 are eligible for the following: <ul style="list-style-type: none"> Level 5 - \$1,000 Level 4 - \$800 <p>If our system (which is a one school system) receives a 4 or 5 teachers will receive:</p> <ul style="list-style-type: none"> Level 5 - 2 Extra Personal days Level 4 1 Extra Personal day
Eligibility Criteria	Eligible Teachers: Tested teachers; Non-tested teachers; Portfolio teachers; School administrators Eligibility Criteria: Individual TVAAS or portfolio growth score; School-level TVAAS
Compensation Type and	Teachers receiving an individual TVAAS in grades 3-8 are eligible for the

Size	<p>following:</p> <ul style="list-style-type: none"> • Level 5 - \$1,000 • Level 4 - \$800 <p>If our system (which is a one school system) receives a 4 or 5 teachers will receive:</p> <ul style="list-style-type: none"> • Level 5 - 2 Extra Personal days • Level 4 1 Extra Personal day
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Reach	55
Estimated Cost	\$15,500

Alternative Salary Schedule

Is the district implementing an alternative salary schedule? No

Education*

The district's pay scale reflects the different degrees and years of experience (Bachelor, Masters, EdS, and Doctorate).

Other

N/A

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