

Moore County Schools

2020-21 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	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. Priority Areas: 9-12 (Math, Science, Special Education)
Eligibility Criteria	Certified in content/grade area; Only new hires are eligible.
Compensation Type and Size	Compensation Type: Base Pay Increase 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 salary schedule lane above that required by the teacher’s degree in positions designated as “difficult to fill”. Upon approval by the school board on a case by case basis, the Moore County Department of Education can reimburse teachers in “difficult to fill” positions for tuition for training/university courses required to fulfill qualifications for these positions.
Reach	3
Estimated Cost	\$15,000
Instructional Roles or Responsibilities	
Description	Department Chairs Grades 7-12(8): These individuals will facilitate Professional learning communities within their department, serve in a leadership capacity for the school building, and perform administrative duties as assigned by the principal. Grade Level Leaders Grades Pk-6 (9): These individuals will facilitate Professional learning communities within their grade level, serve in a leadership capacity for the school building, and perform administrative duties as assigned by the principal. Number of Unique Roles: 2
Eligibility Criteria	Level of overall effectiveness (LOE); Certified in content/grade area
Compensation Type and Size	\$1,050
Reach	17
Estimated Cost	\$17,850
Performance	
N/A	
Alternative Salary Schedule	
Is the district implementing an alternative salary schedule? No	
Education*	
MA, MA+30, and Multiple Advanced Degrees (Double MA, EdS, EdD, etc.) are included as lanes on the salary schedule	
Other	

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