

## Washington County Schools 2020-21 Differentiated Pay Plan

Hard-to-Staff	<input 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)	
N/A	
Instructional Roles or Responsibilities	
<b>Description</b>	<p>(1) One Student Technology Support Specialist to support teachers with virtual and online instruction.</p> <p>(2) Six Instructional Coaches to support and train teachers in eleven elementary schools.</p> <p>(3) One position as coordinator of the RTI programs.</p> <p>(4) Two support positions as teacher-leaders in the RTI programs working with teachers.</p> <p>(5) Ten mentor teachers to support novice teachers. One mentor will be assigned to one novice teacher.</p> <p><b>Number of Unique Roles:</b> 5 or more</p>
<b>Eligibility Criteria</b>	<p>Level of overall effectiveness (LOE); Certified in content/grade area</p> <p>We are selecting individuals in three categories with the intent to develop and increase leadership capacity within our instructional staff.</p>
<b>Compensation Type and Size</b>	<p>Compensation for categories one and two are based on degree, experience, and time on task.</p> <p>Compensation for categories three, four, and five are based on time on task and performance in teacher support.</p> <p>(1) Student Technology Support Specialist (1) x \$48,052</p> <p>(2) Instructional Coaches (6) x \$60,060.33</p> <p>(3) RTI Coordinator (1) \$33/hr. x 120 hours = \$3,960</p> <p>(4) RTI teacher leaders (2) \$33/hr. x 200 hours = \$6,600</p> <p>(5) Novice mentor teacher support (10) \$33/hr. x 100 hours = \$3,300</p>
<b>Reach</b>	20
<b>Estimated Cost</b>	\$422,273.98
Performance	
N/A	
Alternative Salary Schedule	
<b>Is the district implementing an alternative salary schedule?</b> No	
Education*	
Pay increases are awarded for MA, MA+10, MA+20, MA+30, MA+40, EDS, MA+50, MA+60, and EDD degrees.	
Other	
N/A	

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