

Union County Schools

2021-22 Differentiated Pay Plan

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

Hard to Staff (School, Subject, or Placement)

N/A

Instructional Roles or Responsibilities

Description	<p>Teacher Ambassadors: School level personnel who work with district wide coaches on school improvement action plan.</p> <p>Flex Teachers: High school level teachers who serve as math and ELA coaches.</p> <p>Teacher Leaders: School level teachers who work in leadership positions at each school.</p> <p>Number of Unique Roles: 3</p>
Eligibility Criteria	Level of overall effectiveness (LOE); Certified in content/grade area; Attendance minimum (i.e., miss no more than 12 days); Years of experience
Compensation Type and Size	\$22.00 per hour
Reach	20
Estimated Cost	\$80,000

Performance

N/A

Alternative Salary Schedule

Is the district implementing an alternative salary schedule? Yes

Type: Advanced degree payments determined using district specific criteria (i.e., district does not award increases for any and all advanced degrees)

Criteria: Years of experience

Advanced degree supplements are only awarded if the educator is working in the area for which the degree is awarded.

Reach: 268

Estimated Cost: \$150,000

Education*

Educators are compensated for advanced degrees in areas they are currently teaching.

Other

School leaders receive additional performance bonuses: \$500.00 for level 3, \$750.00 for level 4, and \$1,000.00 for level 5 for school-level TVAAS.

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