

## CUMBERLAND COUNTY

### 2022-23 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	Foreign Language <b>Priority Areas: 9-12</b> (Math, Special Education)																																				
Eligibility Criteria	Certified in content/grade area Years of experience Current teachers New hires																																				
Compensation Type and Size	<b>Compensation Type:</b> Bonus <b>Bonus Type:</b> Retention <b>Compensation Amount:</b> \$1000 per year for 3 years																																				
Reach	3																																				
Estimated Cost	\$3,000																																				
Instructional Roles or Responsibilities																																					
Description	<p>A. Lead Teachers (148): In an ongoing capacity, these effective teachers (Level 3, 4, or 5) are selected by individual school principals to serve as leaders who may be assigned to:</p> <ul style="list-style-type: none"><li>•participate and redeliver state training regarding standards, best practices and assessments, both formative and summative</li><li>•lead PLC sessions among colleagues in the same grade and/or content area</li><li>•serve in leadership roles regarding curriculum, pacing, assessment, instructional strategies and resources, and behavior management</li><li>•Schools are allotted the following slots based on enrollment:</li></ul> <table><tr><td>1.</td><td>Brown</td><td>11</td></tr><tr><td>2.</td><td>Crab Orchard</td><td>10</td></tr><tr><td>3.</td><td>Homestead</td><td>15</td></tr><tr><td>4.</td><td>Martin</td><td>15</td></tr><tr><td>5.</td><td>North</td><td>13</td></tr><tr><td>6.</td><td>Pine View</td><td>4</td></tr><tr><td>7.</td><td>Pleasant Hill</td><td>12</td></tr><tr><td>8.</td><td>South</td><td>12</td></tr><tr><td>9.</td><td>Stone</td><td>15</td></tr><tr><td>10.</td><td>CCHS</td><td>19</td></tr><tr><td>11.</td><td>SMHS</td><td>19</td></tr><tr><td>12.</td><td>Phoenix</td><td>3</td></tr></table> <p>Lead teachers will be paid \$400 for their additional roles, for a districtwide total of \$59,200.</p> <p>B. Textbook Leaders (26): These school-level leaders will serve to train their school colleagues in the math textbook adoption process which will include standards alignment, resource appropriation, and</p>	1.	Brown	11	2.	Crab Orchard	10	3.	Homestead	15	4.	Martin	15	5.	North	13	6.	Pine View	4	7.	Pleasant Hill	12	8.	South	12	9.	Stone	15	10.	CCHS	19	11.	SMHS	19	12.	Phoenix	3
1.	Brown	11																																			
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effective instruction. A stipend of \$400 will be allocated for this role, for a total of \$10,400.

C. School Improvement Plan Chairman (12): These individuals are charged with the data input and narrative responses in ePlan for their school's annual improvement plan. A stipend of \$400 will be allocated for these roles, for a total of \$4,800 districtwide.

D. School wide Positive Behavior Support (SWPBS) Chairman (24): This person serves as the coordinator of the positive behavior support program and is charged with the design, implementation, communication, and record keeping of this essential system. A stipend of \$400 will be allocated for these roles, (\$800 per school) for a total of \$9,600 districtwide.

E. School-level IT Lead (12): These individuals are tasked to provide technological support to the instructional programs at their home school. A stipend of \$400 will be allocated for these roles for a total of \$4,800.

G. On my way 2 K facilitators (9): These individuals provide two one-hour sessions for pre-K parents to assist them in preparing their children for kindergarten. A stipend of \$400 will be allocated for these roles for a total of \$3,600.

**Number of Unique Roles:** 5 or more

<b>Eligibility Criteria</b>	Level of overall effectiveness (LOE)
<b>Compensation Type and Size</b>	Lead Teacher -148 X \$400 = \$59,200 Textbook Leader -26 X \$400 = \$10,400 School Improvement Plan Chair- 12 X \$400 = \$4,800 School Wide Positive Behavior Support Chair- 24 X \$400 = \$9,600 School IT Lead-12 X \$400 = \$4,800 On my way 2 K Facilitators- 9 X \$400 = \$3,600
<b>Reach</b>	231
<b>Estimated Cost</b>	\$92,400

#### Performance

N/A

#### Alternative Salary Schedule

**Is the district implementing an alternative salary schedule?** No

#### Education\*

Cumberland County recognizes BA, MA, MA +10, MA +20, MA +30, EDS, Ed.D, Ph.D Educator is moved to the appropriate column on the scale as they attain a higher degree and they are paid for that degree at their years of service.

#### Other

School Web Master & Social Media Manager (12): This stipend will be utilized to compensate individuals that manger the school web page and Face Book Pages. A stipend of \$400 will be allocated for these roles, for a total of \$4,800 districtwide.