

## Newport City Schools 2018-19 Differentiated Pay Plan

Hard-to-Staff	<input 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)

N/A

### Instructional Roles or Responsibilities

#### Description

We will have a reading instructional coach and an RTI2 Coordinator/Coach.

- **The reading instructional coach** will develop learning activities for three to four groups in K-2 classrooms. The reading instructional coach and her assistant will go two times a week for forty-five minutes to each classroom. Initial instruction in phonics will be for the first ten minutes. Leveled groups will rotate to different centers where the coach, assistant, and classroom teacher will reinforce reading skills: phonics, reading text passages and other reading activities. The activities will be designed by ability focusing on increasing rigor for students as they are able to master standards and skills.
- **The RTI2 Coordinator/Coach** will assist classroom teachers in studying data and developing teaching activities to meet the Tier I, Tier II, and Tier III levels. She will model and offer guidance in resource materials that would be effective. Also, she will track the universal screening data and conduct data meetings.
- We will be having seven **lead teacher** roles for the upcoming year. The lead teachers will be over the PLC's for their content area and will mentor teachers.

### Number of Unique Roles: 3

<b>Eligibility Criteria</b>	Level of Overall Effectiveness (LOE), Certified in content/grade area, Years of experience, Advanced degrees
<b>Compensation Type and Size</b>	Reading Instructional Coach - \$500 RTI2 Coordinator/Coach - \$1,500 Art /ESL Teacher - \$1,000 Music/P.E. Teacher - \$1,000 All other certified personnel receive \$18.50 per hour.
<b>Reach</b>	33
<b>Estimated Cost</b>	\$34,647

### Performance

<b>Description</b>	Teachers receiving an individual TVAAS in grades 3-8 are eligible for the following stipend: Level 5 - \$1,000 Level 4 - \$800
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If our system (which is a one school system) receives a 4 or 5 teachers will receive:

Level 5 - 2 extra personal days

Level 4 - 1 extra personal day

<b>Eligibility Criteria</b>	<b>Eligible Teachers:</b> Tested teachers, Non-tested teachers, Portfolio teachers <b>Eligibility Criteria:</b> Individual TVAAS or Portfolio Growth Score, School level TVAAS, District Level TVAAS
<b>Compensation Type and Size</b>	Teachers in grades 3-8 receiving individual TVAAS scores may receive a stipend for the following: Level 5 - \$1,000 Level 4 - \$800 If our school/system receives a 4 or 5, all teachers will receive the following: Level 5 - 2 personal days Level 4 - one personal day
<b>Reach</b>	55
<b>Estimated Cost</b>	\$15,020

#### Alternative Salary Schedule

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

#### Education\*

There are different columns for degrees ranging from a Bachelor's to a Doctorate. The levels are: Bachelor. Masters, EdS, Doctorate. Years of experience was increased to 23 years.

#### Other

N/A

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