

Marion County Schools

2018-19 Differentiated Pay Plan

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|-----------------------------|-------------------------------------|
| 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

Description

Marion County Schools Learning Leaders

- Each school will have two Learning Leaders: a Math Learning Leader and a Literacy Learning Leader
- Learning Leaders will function in a role that builds leadership capacity and supports educators. The main role of the Learning Leaders will be to increase educator effectiveness.
- Learning Leaders will support educators K-12

Roles and Responsibilities of Learning Leaders

1. Attend Summer Coaching Institute
2. Develop and Deliver District and School Professional Development for Educators
3. Facilitate District and School Professional Learning Communities
4. Develop Literacy and Math Units
5. Train educators on the use of Literacy and Math Units
6. Peer Observations and Support
7. Digital Capture of Effective Instructional Strategies

Number of Unique Roles: 1

Eligibility Criteria

Level of Overall Effectiveness (LOE)
Individual TVAAS
Certified in content/grade area
Years of experience
Learning Leaders must apply for the positions. Qualified applicants are interviewed and administrator referrals are considered.

Compensation Type and Size

\$3,000.00 per instructional role

Reach

18

Estimated Cost

\$54,000

Performance

N/A

Alternative Salary Schedule

Is the district implementing an alternative salary schedule? No

Education*

Marion County Schools have a graduated scale for compensation of advanced degrees.

Other

Teachers that receive National Board Certification receives a one time payment of \$2,500.00, the year they are certified.

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