

Benton County Schools

2018-19 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

Description

We are implementing the following instructional roles:

- District RTI Coordinator (1) - Coordinate all RTI initiatives, set benchmark dates, collaborate with RTI supervisor, collect and analyze RTI data, 2 days of TL academy training and other responsibilities. (\$ 1,500)
- Instructional Technology Lead (1 at each school totaling 7) - serve as model classroom being open to other teachers to observe, trainer/mentor for new teachers, research appropriate apps, programs and curriculum to share with grade bands in the building, 2 days of TL academy training and other responsibilities. (\$1,200 per position)
- Literacy Content Consultant (3- 1 in grades K-2, 3-5, and 6-8) - Analyze academic and non-academic data, research best practices and share with colleagues, lead work to align instruction to meet the intention of the standards, contribute to common assessment task force, 2 days of TL academy training ad other responsibilities. (\$ 1,500 per position)
- Math Content Consultant (3- 1 in grades K-2, 3-5, and 6-8) - Analyze academic and non-academic data, research best practices and share with colleagues, lead work to align instruction to meet the intention of the standards, contribute to common assessment task force, 2 days of TL academy training ad other responsibilities. (\$ 1,500 per position)
- STEAM Coordinator (1 in grades 3-5) - Research/share STEAM activities, conduct PD with Science and Math at the forefront, 2 days of TL Academy training, collaborate to create Integrated units, lead revisions and updates in deconstructing state standards and other responsibilities. (\$1,500)
- Science Content Consultant (1 in grades 6-8) - Analyze academic and non-academic data, research best practices and share with colleagues, lead revisions and updates in deconstructing state standards, collaborate with PL facilitator, district leadership and school leadership, lead revisions to pacing guide, 2 days of TL Academy training and other responsibilities. (\$ 1,500)
- Social Studies Content Consultant (1 in grades 6-8)- Analyze academic and non-academic data, research best practices and share with colleagues, lead revisions and updates in deconstructing state standards, collaborate with PL facilitator, district leadership

- and school leadership, lead revisions to pacing guide, 2 days of TL Academy training and other responsibilities. (\$ 1,500)
- ACT Correlator (1 in grade 9 -12)- research best practices and resources to aid with ACT prep, assist with the alignment of ACT standards and TN Academic standards, assist teachers with differentiating ACT practice and prep, engage in textbook adoption through the lens of ACT, preview possible ACT programs, lead planning and implementation of sophomore ACT test, 2 days TL Academy training and other responsibilities. (\$ 1,500)

Number of Unique Roles: 5 or more	
Eligibility Criteria	Level of Overall Effectiveness (LOE) Individual TVAAS Certified in content/grade area Years of experience Teachers with an overall effectiveness of 3 or above and 3 years experience are eligible. Also, teachers will be required to submit an application and go through an interview process.
Compensation Type and Size	\$ 1,200 school roles \$ 1,500 district-wide roles
Reach	14
Estimated Cost	\$18,900
Performance	
N/A	
Alternative Salary Schedule	
<i>Is the district implementing an alternative salary schedule?</i> No	
Education*	
The district compensates for MA, MA+, Ed.S and Ed.D.	
Other	
N/A	

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