

Washington County Schools 2019-20 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	<p>(1) Six Instructional Coaches: Works with teacher support and training in eleven elementary schools.</p> <p>(2) One position as coordinator of the RTI programs.</p> <p>(3) Two support positions as teacher-leaders in the RTI programs working with teachers.</p> <p>Number of Unique Roles: 3</p>
Eligibility Criteria	<p>Level of overall effectiveness (LOE); Certified in content/grade area</p> <p>We are selecting individuals in three categories with the intent to develop and increase leadership capacity within our instructional staff. Two of our Instructional Coaches from the previous year have been assigned to administrative positions and four have moved to other assignments.</p>
Compensation Type and Size	<p>Compensation for category one is based on degree, experience, and time on task.</p> <p>Compensation for two and three are based on time on task and performance in support of RTI.</p> <ul style="list-style-type: none"> • Compensation for category one instructional role is \$54,585 x 6 • Compensation for category two instructional role is \$40 hr. x 20 hrs. = \$800. • Compensation for category three support roles \$33 hr. x 40 hrs. = \$1,320 x 2
Reach	9
Estimated Cost	\$475,000
Performance	
N/A	
Alternative Salary Schedule	
<i>Is the district implementing an alternative salary schedule?</i> No	
Education*	
Pay increases awarded for MA, MA+10, MA+20, MA+30, MA+40, EDS, MA+5-, MA+60, and EDD degrees.	
Other	
N/A	

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