

## Clinton City School District 2019-20 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)	
<b>Description</b>	We have hired a staff person to serve as our districtwide behavior class teacher - students from all three schools are placed in her classroom to learn behavior modifications and increase their self regulation skills. <b>Priority Areas: K-4 (Special Education), 5-8 (Special Education), 9-12 ()</b>
<b>Eligibility Criteria</b>	Certified in content/grade area; Years of experience Current teachers and new hires are eligible.
<b>Compensation Type and Size</b>	<b>Compensation Type:</b> Base Pay Increase <b>Compensation Amount:</b> 1 behavior specialist x \$2,000.00
<b>Reach</b>	1
<b>Estimated Cost</b>	\$2,000
Instructional Roles or Responsibilities	
<b>Description</b>	We will have an ELA Coach and a Math Coach for 2019-2020. <ul style="list-style-type: none"> <li>Instructional Coaches: will lead, facilitate, and plan group and individual professional development activities within their content area for the entire district. They will assist in designing lesson pacing guides and structures for classroom instruction.</li> </ul> We will also have a Lead STEM teacher for the district. <ul style="list-style-type: none"> <li>STEM Lead: will plan and share STEM based activities across the grade levels and will train building level selected teachers to share the lessons to other building based staff to implement in classrooms. Will assist in researching outside PD opportunities to enhance STEM activities in the district.</li> </ul> <b>Number of Unique Roles: 2</b>
<b>Eligibility Criteria</b>	Level of overall effectiveness (LOE); Certified in content/grade area; Years of experience
<b>Compensation Type and Size</b>	STEM Lead (1) x \$1,000.00 Instructional coaches (2) x 5 additional days on contract at individual daily rate. Total = \$3089.05
<b>Reach</b>	3
<b>Estimated Cost</b>	\$4089.05
Performance	
N/A	
Alternative Salary Schedule	
<b>Is the district implementing an alternative salary schedule?</b> No	
Education*	
We honor MS, EdS, and PhD degrees with additional pay as part of our overall pay scale.	
Other	
\$1,000.00 provided for National Board Certification.	

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