

## Newport City School

### 2021-22 Differentiated Pay Plan

Hard-to-Staff	<input checked="" 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)	
<b>Description</b>	One teacher with an endorsement for gifted will be provided a \$2,000 supplement to her salary to serve our gifted students. <b>Priority Areas: K-4 (Other: Gifted), 5-8 (Other: Gifted)</b>
<b>Eligibility Criteria</b>	Certified in content/grade area; Current teachers; New hires
<b>Compensation Type and Size</b>	<b>Compensation Type:</b> Bonus <b>Bonus Type:</b> Signing/Recruitment <b>Compensation Amount:</b> \$2,000 for taking on extra duties (ex. serving the gifted students in addition to regular teaching duties)
<b>Reach</b>	1
<b>Estimated Cost</b>	\$2,000
Instructional Roles or Responsibilities	
<b>Description</b>	Lead Teachers (8); Interventionists (4); RTI Coordinator (1); Consortium Teachers (4); Mentors (4) <b>Number of Unique Roles:</b> 5 or more
<b>Eligibility Criteria</b>	Level of overall effectiveness (LOE); Individual TVAAS; Certified in content/grade area; Advanced degrees
<b>Compensation Type and Size</b>	Lead Teachers - \$1,000 per teacher Interventionists - \$500 per interventionist RTI Coordinator - \$1,000 Consortium Teachers - \$300 each Mentors - \$18.50 per hr.
<b>Reach</b>	21
<b>Estimated Cost</b>	\$15,000
Performance	
<b>Description</b>	The following pertains to the TCAP test results not a teacher's LOE. <ul style="list-style-type: none"> <li>Level 5 - \$1,000</li> <li>Level 4 - \$800</li> </ul> If our system (which is a one school system) receives a 4 or 5, all teachers and staff will receive the following ; <ul style="list-style-type: none"> <li>Level 5 - 2 Extra Personal Days</li> <li>Level 4 - 1 Extra Personal day</li> </ul>
<b>Eligibility Criteria</b>	<b>Eligible Teachers:</b> Tested teachers; Non-tested teachers; Portfolio teachers; School administrators; Other instructional staff <b>Eligibility Criteria:</b> Individual TVAAS or portfolio growth score; School-level TVAAS
<b>Compensation Type and Size</b>	The following pertains to the TCAP test results not a teacher's LOE. <ul style="list-style-type: none"> <li>Level 5 - \$1,000</li> <li>Level 4 - \$800</li> </ul> If our system (which is a one school system) receives a 4 or 5 teachers will receive: <ul style="list-style-type: none"> <li>Level 5 - 2 extra personal days (\$55 for a substitute per day)</li> </ul>

- Level 4 - 1 extra personal day (\$55 for a substitute per day)

**Reach** 63

**Estimated Cost** \$6,930

#### Alternative Salary Schedule

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

#### Education\*

Our pay scale reflects the different educational degrees (BS, MS, EdS, Doctorate) and years of experience.

#### Other

**N/A**

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