

## Carroll County Schools

### 2021-22 Differentiated Pay Plan

Hard-to-Staff	<input checked="" type="checkbox"/>
Instructional Roles	<input type="checkbox"/>
Performance	<input type="checkbox"/>
Alternative Salary Schedule	<input type="checkbox"/>

Hard to Staff (School, Subject, or Placement)	
<b>Description</b>	<p>The Carroll County School District will pay for the following:</p> <ol style="list-style-type: none"> <li>1. Tuition for career and technical education teachers at a rate of (1) three hour course per year.</li> <li>2. (1) course or training class which will lead to industry certification per school year</li> <li>3. The cost of praxis test for any full-time teacher employed by the Carroll County Board of Education.</li> </ol>
<b>Priority Areas: 9-12 (Other: Career &amp; Technical Education)</b>	
<b>Eligibility Criteria</b>	<p>Newly employed CTE teachers are required to obtain 18 university credits within education and maintain industry certifications. Carroll County Schools offer these incentives by paying for those requirements after successful completion by the employee. This is necessary in the recruitment of these CTE hard-to-staff positions.</p> <p>Current teachers and new hires are eligible.</p>
<b>Compensation Type and Size</b>	<p><b>Compensation Type:</b> Bonus <b>Bonus Type:</b> Signing/Recruitment; Retention</p> <p><b>Compensation Amount:</b> We estimate approximately 3 teachers will be reimbursed for college courses at a rate of \$1,200 per course. An estimate of 2 teachers taking industry certification test at an estimated cost of \$250 each, and 2 teachers taking praxis exams at \$120 per test.</p>
<b>Reach</b>	7
<b>Estimated Cost</b>	\$6,000
Instructional Roles or Responsibilities	
N/A	
Performance	
N/A	
Alternative Salary Schedule	
<b>Is the district implementing an alternative salary schedule?</b> No	
Education*	
The district salary schedule recognizes BA, MA, MA+30 SEM./45 QTR., EDS, and PHD degrees.	
Other	
Carroll County Schools reimburses the cost to the employee once he/she has successfully completed industry certifications. This is estimated at \$250 each.	

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