

## Campbell County Schools

### 2021-22 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	
<b>Description</b>	The district will build teacher capacity and improve educators' effectiveness by utilizing academic coaches modeling research-based practices in Tier I instruction focusing on foundational literacy and math skills and integration of skills across the curriculum. <b>Number of Unique Roles: 1</b>
<b>Eligibility Criteria</b>	Level of overall effectiveness (LOE); Individual TVAAS; Certified in content/grade area; Advanced degrees
<b>Compensation Type and Size</b>	Full-time Academic Coach - (7) x \$2,500.00 120 Day Academic Coach - (3) x \$1,500.00 90 Day Academic Coach - (2) x \$1,200.00 80 Day Academic Coach - (1) x \$1,000.00
<b>Reach</b>	13
<b>Estimated Cost</b>	\$25,400
Performance	
N/A	
Alternative Salary Schedule	
<i>Is the district implementing an alternative salary schedule?</i> No	
Education*	
Step raises are awarded by years experience and degree (MA, MA+45, EDS, Ed.D) topping out at 20 years.	
Other	
N/A	

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