

## Fayetteville City Schools

### 2021-22 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>	Hard to staff components would be considered hard to staff if less than five applications are received. In addition, it would be courses that potentially have End Of Course Exams and be in a content area that is a graduation requirement for students. Hard to staff positions will be determined annually. <b>Priority Areas: 9-12 (Math)</b>
<b>Eligibility Criteria</b>	Level of overall effectiveness (LOE); Individual TVAAS; Certified in content/grade area; Current teachers and new hires are eligible
<b>Compensation Type and Size</b>	<b>Compensation Type:</b> Bonus <b>Bonus Type:</b> Signing/Recruitment; Retention <b>Compensation Amount:</b> 9-12 Math instructor (2) X \$2,000
<b>Reach</b>	2
<b>Estimated Cost</b>	\$4,000
Instructional Roles or Responsibilities	
<b>Description</b>	Mentors- Mentors will work with first year and low performing teachers to support content knowledge, instructional strategy, classroom management and culture support. Math Content Literacy Lead-Provide support to improve math instruction and provide professional learning for all math teachers. Special Education Teacher Mentor-Provide support for all new special education teachers. <b>Number of Unique Roles: 3</b>
<b>Eligibility Criteria</b>	Level of overall effectiveness (LOE), Individual TVAAS; A team including school administration and central office supervisors will make decisions on individuals chosen.
<b>Compensation Type and Size</b>	Mentor 9 X \$500= \$4,500 Math Content Lead Teacher 1 X \$2,000 = \$2,000 Special Education Lead Teacher 1 X \$2,000 = \$2,000
<b>Reach</b>	11
<b>Estimated Cost</b>	\$8,500
Performance	
N/A	
Alternative Salary Schedule	
<i>Is the district implementing an alternative salary schedule?</i> No	
Education*	
The district salary schedule includes lanes for BA, MA, MA+30, EDS and Doctorate.	
Other	
N/A	

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