

Athens

2023-24 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	
Description	<p>Athens City Schools fund three (3) instructional coaches with an overall effectiveness score of 4 or 5. ICs will support teacher professional development and teacher effectiveness, implement growth plans, mentor new teachers, facilitate PLC and data meetings, curriculum support, and district collaboration.</p> <p>Athens City Schools fund one (1) Student Success Coordinator with an overall effectiveness score of 4 or 5. The Student Success Coordinator is responsible for implementing and overseeing the RTI intervention program to ensure all students are successful.</p> <p>Athens City Schools fund ten (10) ELA and ten (10) Math Grade Level Leaders with an overall effectiveness score of 4 or 5. Grade Level Leads are paid for supporting grade level teachers with implementation of curriculum, instruction, and assessment.</p> <p>Athens City Schools fund one (1) ESL Lead Teacher to provide professional development to teachers regarding EL WIDA standards, ILP's, and EL instructional strategies.</p>
Eligibility Criteria	<p>Level of overall effectiveness (LOE)</p> <p>Individual TVAAS</p> <p>Certified in content/grade area</p> <p>Attendance minimum (i.e., miss no more than 12 days)</p> <p>Years of experience</p> <p>Advanced degrees</p>
Compensation Type and Size	<p>Instructional Coach \$4,000.00</p> <p>Student Success Coordinator \$4,000.00</p> <p>ELA and Math Grade Level Leaders \$1,000.00</p> <p>ESL Lead Teacher \$2,000.00</p>
Reach	25
Estimated Cost	\$38,000
Performance	
N/A	
Alternative Salary Schedule	
<i>Is the district implementing an alternative salary schedule?</i> No	
Education*	

Athens City Schools will maintain its existing salary schedule, including payment for advanced degrees that will include BS +15, BS +30, MA, MA +15, MA +30, EDS, and Doctorate.

Other

Any licensed employee of Athens City Schools receiving National Teacher Certification while employed with Athens City Schools shall receive a one-time stipend of \$2,000. Beginning with the year immediately following stipend, salary will be \$1,000 per year.