

Carroll County 2023-24 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)	
Description	<p>The Carroll County School District will pay for the following:</p> <ol style="list-style-type: none"> 1. Tuition for career and technical education teachers at a rate of (1) three hour course per year. 2. (1) course or training class which will lead to industry certification per school year 3. The cost of praxis test for any full-time teacher employed by the Carroll County Board of Education. <p>Priority Areas: 9-12 (Other (CTE))</p>
Eligibility Criteria	<p>Years of experience</p> <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</p> <p>New hires</p>
Compensation Type and Size	<p>Compensation Type: Bonus Bonus Type: Signing/Recruitment Retention</p> <p>Compensation Amount: 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>
Reach	7
Estimated Cost	\$6,000
Instructional Roles or Responsibilities	
N/A	
Performance	
N/A	
Alternative Salary Schedule	
Is the district implementing an alternative salary schedule? No	
Education*	
Advanced degrees are built into Carroll County Schools' salary schedule. Our district also reimburses for one college course completed successfully each year.	
Other	
Carroll County Schools reimburses the cost to the employee once he/she has successfully completed industry board certification. This is estimated at \$250 each.	

