

## Andererson County 2023-24 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>	High School and Middle School in all areas. ELL and SPED are very difficult to hire. <b>Priority Areas: K-4</b> (ESL/ELL, School Psychology, Special Education), <b>5-8</b> (Math, Science, Reading/ELA, ESL/ELL, Fine Arts, Special Education), <b>9-12</b> (Math, Science, Reading/ELA, ESL/ELL, Special Education)
<b>Eligibility Criteria</b>	Level of overall effectiveness (LOE) Certified in content/grade area Attendance minimum (i.e., miss no more than 12 days) Years of experience Advanced degrees New hires
<b>Compensation Type and Size</b>	<b>Compensation Type:</b> Base Pay Increase <b>Bonus Type:</b> <b>Compensation Amount:</b> Five year of teaching experience is the limit for new hires. We can waive that 5 year limit for hard to staff subjects.
<b>Reach</b>	5
<b>Estimated Cost</b>	\$125,000
Instructional Roles or Responsibilities	
<b>Description</b>	The district plan is to build leaders at every school by establishing a learning network that will improve educators' effectiveness and create a systemic framework to support the district and school level leadership needs. This network will also improve the pipeline for aspiring administrators by building capacity in the existing staff. These roles will be defined with specific job descriptions which provide instructional support at the school level. Areas of focus for each leadership role must be job-embedded and directly linked to evidence-based practices. (Examples: leading PLC, mentoring Level I & II teachers, supporting literacy, developing common assessments, etc.) <b>Number of Unique Roles:</b> 5 or more
<b>Eligibility Criteria</b>	Level of overall effectiveness (LOE) Certified in content/grade area Attendance minimum (i.e., miss no more than 12 days) Years of experience Advanced degrees Teachers with an overall composite score of 3, 4 or 5 will be given first priority to apply for these positions. The number of positions will

	be determined by available funding and priority along with the job descriptions will be submitted annually for approval with the school's SIP.
<b>Compensation Type and Size</b>	Each role will have the compensation of \$30.00 an hour. Teachers will be paid a stipend at the end of each semester.
<b>Reach</b>	300
<b>Estimated Cost</b>	\$245,000
<b>Performance</b>	
N/A	
<b>Alternative Salary Schedule</b>	
<i>Is the district implementing an alternative salary schedule?</i> No	
<b>Education*</b>	
The district compensates for BS, MS, EDS/MS+30, and EDD/PHD in the salary schedule.	
<b>Other</b>	