

Clinton City School District 2018-19 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

Our district will implement Instructional Coach positions for English/Language Arts, Math and Technology. These staff members will support individual classroom teachers in their specific area and will lead professional development efforts throughout the year at all of our buildings.

We will pay a stipend for a lead STEM teacher to interact with and support our Science teachers as they implement new standards. She will lead planning efforts across grade levels on collaborative days as appropriate. We also include a stipend for a lead Art teacher to support community based efforts to highlight our arts programs and provide additional support to those students who have strengths and talents in these areas. There will be additional pay for Science Lead teachers at each grade level in the amount of \$500.

Number of Unique Roles: 2

Eligibility Criteria

Level of Overall Effectiveness (LOE), Certified in content/grade area

Compensation Type and Size

The subject area coaches compensation for ELA, Math and Technology is embedded in their contracts as five (5) additional contract days based on their individual daily rate of pay.

The STEM coach will receive \$1,000 in addition to her regular, contracted pay.

\$1,000 for the Art Lead and \$500 each for the Science Lead teachers.

Reach

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Estimated Cost

\$9,600

Performance

N/A

Alternative Salary Schedule

Is the district implementing an alternative salary schedule? No

Education*

Our pay schedule for teachers includes increases for Master's Degrees, Educational Specialist's Degrees and Doctorate Degrees. With transcript proof of attaining additional degree status, we move the staff to the appropriate pay schedule with "credit" for their years of service.

Other

Proof of current, up to date, National Board Certification will earn staff a \$1,000 bonus in addition to their regular pay.

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