

Warren County Schools

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 In the 2018-19 school year we plan to continue to pay an 11th month salary to our Instructional Coordinators in all schools. Instructional Coordinators will work 2 weeks after school is out and 2 weeks prior to the school year beginning to organize data and curriculum in preparation for the students return to school in the fall. Instructional Coordinators are the instructional coaches for each school. They work directly with teachers to help them prepare for the start of the school year as well as helping teachers to be academically successful during the school year.

Number of Unique Roles: 1

Eligibility Criteria None; Instructional Coordinators are hired by the building Principal of each school.

Compensation Type and Size The amount of compensation varies with the number of years experience and degree held by the individual.

Reach 13

Estimated Cost \$57,000

Performance

N/A

Alternative Salary Schedule

Is the district implementing an alternative salary schedule? No

Education*

Educators in our district are paid for years of experience and degrees earned. In 2018-19, we plan to implement an \$800 dollar increase for all educators. We are working to equalize the steps in our salary schedule on an annual basis so all teachers get an equitable increase. In reading the salary schedule the \$800 increase is from the 2017-18 schedule; for example, a teacher with 10 years experience and a BS degree in 2017-18 will move to 11 years in 2018-19 and will receive \$800 dollars more in salary than their 2017-18 salary. The district recognizes MA, MA+30, Ed.S., and Ph.D.

Other

We will also pay a stipend to two experienced Principals as mentors to work with prospective Principals in our Principal Pipeline program. The Principal mentors are chosen by the Director of Schools based on their experience level, leadership skills, and willingness to provide high quality mentorship to prospective building Principal. Mentor Principals receive \$1,000 stipend for two Principals.

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