

## Washington 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	
<b>Description</b>	<p>Instructional Coaches for each elementary School.</p> <p>Teacher Leadership Coordinators working with Teacher Leaders.</p> <p>Teacher Leaders working with school level teachers in ELA and Math.</p> <p>Secondary professional development activities led by teachers for other teachers in STEM subjects.</p> <p>Secondary ACT prep teacher leaders working with other secondary teachers to improve ACT scores.</p>
	<b>Number of Unique Roles:</b> 5 or more
<b>Eligibility Criteria</b>	<p>Level of Overall Effectiveness (LOE)</p> <p>Certified in content/grade area</p>
<b>Compensation Type and Size</b>	<p>12 x \$60,000 Teacher Coach</p> <p>10 x \$40/hour Teachers teaching teachers</p>
<b>Reach</b>	125
<b>Estimated Cost</b>	\$770,870.92
Performance	
N/A	
Alternative Salary Schedule	
<i>Is the district implementing an alternative salary schedule?</i> No	
Education*	
Pay increases, according to the salary schedule, for years of experience and degree held. Degrees include: B.S., BS +10, BS +20, M.A., MA +10, MA +20, MA +30, MA +40, EDS, MA +50, MA +60, and Ed. D.	
Other	
N/A	

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