

Clarksville-Montgomery Schools

2018-19 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)	
Description	<p>1) CTE Teachers requiring Occupational License are placed at a higher experience and education level on teacher salary schedule, based on the results of private sector market analysis.</p> <p>2) Speech Pathologists are placed at a higher experience and education level based on results of private sector analysis.</p> <p>3) Tuition Reimbursement for CTE Teachers and Special Education Teachers requiring course work.</p> <p>4) One-time bonus for designated hard to fill positions (Special Education, High School Math and Science, Middle School Algebra I and ELL.</p> <p>Priority Areas: K-4 (ESL/ELL, Special Education, Other), 5-8 (Math, ESL/ELL, Special Education, Other), 9-12 (Math, Science, ESL/ELL, Special Education, Other)</p>
Eligibility Criteria	<p>Certified in content/grade area, Advanced degrees</p> <p>Current teachers & New hires</p>
Compensation Type and Size	<p>Compensation Type: Bonus Bonus Type: Signing/Recruitment, Retention</p> <p>Compensation Amount: \$1,000 per year bonus for Science, Math, Special Education and ELL (450 teachers x \$1,000)</p> <p>CTE and Speech Pathologists placed at a Higher Experience and Education Level on teacher Salary Schedule (25 CTE teachers and 24 Speech language Pathologists)</p> <p>CTE tuition reimbursement (8 teachers , total cost \$37,137)</p>
Reach	507
Estimated Cost	\$1,014,332
Instructional Roles or Responsibilities	
Description	<p>1) Lead Teacher Elementary School: Science, Math, ELA, STEM and Social Studies</p> <p>2) Lead Teacher Middle School: Science, Math, ELA and Social Studies</p> <p>3) Lead Teacher High School: Science, Math, Social Studies, ELA</p> <p>4) Lead Teacher Related Arts for Elementary, Middle and High: Music, PE, Art, Media, World Language and Theater</p> <ul style="list-style-type: none"> Lead Teachers facilitate real time professional learning and support in the school and classroom. Lead teachers are practitioners in their schools who receive training on standards and strategies, provide training for teachers in their buildings and provide real time support with the application of the trainings. <p>5) Certified Instructors serving as Consulting Teachers & Technology Integration Coaches</p> <p>6) Certified School Counselor to serve as a Lead Counselor: Provides trainings for school based counselors, manages district level communication for counselors, acts as a point of contact for this group of</p>

employees

7) Lead Mentors/ Site Based Induction Specialist for New Teachers: Work to acclimate new certified hires to their school. They provide support throughout the year and introduce teachers to foundation district work.

They support teachers with their understanding of principal expectations and implementation of the districts instructional framework.

8) After School Program Directors: Supervise teachers, schedule programs, provide site based training's for program

9) AP Curriculum Design: Teachers will be working on development and review of current AP curriculum to determine best practices

10) Reading Interventionist Coordinator

11) STEM Coordinator

Number of Unique Roles: 5 or more

Eligibility Criteria	Certified in content/grade area, Years of experience We look for the following characteristics when selecting teachers who will be site-based Induction Specialists: exemplary classroom teacher, adept at planning and delivering explicit instruction, skilled at working with adult learners, capable of providing effective feedback, knowledge of district and school practices.
Compensation Type and Size	1) Math & Science Lead Teachers 132 X \$500 per semester 2) ELA, STEM, Social Studies Lead Teachers 229 X \$600 per year 3) Related Arts Lead Teachers 11 x \$600 per year 4) Consulting Teachers: 10 positions 260 day calendar vs. 200 day calendar 5) Technology Integration Coaches: 10 positions 260 day calendar vs. 200 day calendar 6) Lead Counselor : 1 person, extra 20 days added to teacher calendar 7) Lead Mentors/Site Based Induction Specialists: 58 (ratio of 1:6), \$450 base pay and \$250 for each teacher mentored 8) After School Program Directors: 39 X \$3,000 per year 9) AP Curriculum Design: 5 X \$250 per year 10) Reading Interventionist Coordinator: 1 position 220 day calendar vs. 200 day calendar 11) STEM Coordinator: 1 position 260 day calendar vs. 200 day calendar
Reach	497
Estimated Cost	\$652,742

Performance

N/A

Alternative Salary Schedule

Is the district implementing an alternative salary schedule? No

Education*

The Teacher Salary Schedule provides three additional education lanes beyond the bachelors. Teachers are compensated at a higher rate for Masters, Masters plus 30 semester hours, and Advanced Degree (Ed.S/Ed.D/Ph.D). Principals and Assistant Principals receive a \$5,000 Doctorate supplement, \$2,500

Other

N/A

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