

## Campbell County Schools

### 2019-20 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

The district will offer bonus pay (stipend) for the following additional roles and responsibilities:

- The Literacy Coaches will model research-based practices in Tier I instruction focusing on foundational literacy skills, text complexity and integration across curriculum.
- District Content Leads will work with teachers in specific content areas on implementation of standards aligned instruction, following pacing guides, reviewing and analyzing student data, and leading professional development.
- Teacher Leaders will serve as a liaison between administration and teachers, modeling best practices and building capacity of peer educators, facilitating and supporting collaboration of teacher school team structures to improve classroom instruction and student learning/achievement, and monitor and analyze data and assessments.
- District Teacher Leader will provide professional development, work with new teachers, analyze district wide data involving all schools in the district including designated Priority School and two ATSI schools.

#### Number of Unique Roles: 4

##### Eligibility Criteria

Level of overall effectiveness (LOE); Individual TVAAS; Certified in content/grade area

##### Compensation Type and Size

Literacy Coach - (9) x \$2,000.00  
 District Content Lead - (2) x \$1,200.00  
 Teacher Leader - (24) x \$1,500.00  
 District Teacher Leader - (3) x \$1,200.00

##### Reach

38

##### Estimated Cost

\$60,000

#### Performance

N/A

#### Alternative Salary Schedule

**Is the district implementing an alternative salary schedule?** No

#### Education\*

Educators earn a step raise per additional degrees. Degrees include BS, MS, MS+30, EDS, and EDD.

#### Other

3, 4, or 5 on the LOE for the principal of the Priority School, Jellico Elementary

Principal bonus for TVAAS growth - (1) x \$12,000

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