

Clarksville-Montgomery County Schools

2019-20 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	<ol style="list-style-type: none"> CTE Teachers requiring Occupational License are placed at a high experience and education level on teacher salary schedule, based on the results of private sector market analysis. Speech Pathologists are placed at a higher experience and education level based on results of private sector analysis. Tuition & Praxis Reimbursement for CTE Teachers and Special Education Teachers requiring course work and Praxis One-time bonus for designated hard to fill positions (Special Education, High School Math and Science, Middle School Algebra I, ELL, SE Hearing Impaired Teacher and Vision Specialist <p>Priority Areas: K-4 (ESL/ELL, Special Education), 5-8 (ESL/ELL, Special Education), 9-12 (Math, Science, ESL/ELL, Special Education)</p>
Eligibility Criteria	<p>Certified in content/grade area</p> <p>Current teachers and new hires are eligible.</p>
Compensation Type and Size	<p>Compensation Type: Bonus Bonus Type: Signing/Recruitment/Retention</p> <p>Compensation Amount:</p> <ul style="list-style-type: none"> \$1,000 per year bonus for Science, Math, Special Education, ELL, Vision Specialist and Hearing Impaired (482 teachers x \$1,000) CTE and Speech Pathologists placed at a Higher Experience and Education Level on teacher Salary Schedule (22 CTE teachers and 24 Speech language Pathologists) Tuition and Praxis reimbursement \$40,000
Reach	528
Estimated Cost	\$1,001,040
Instructional Roles or Responsibilities	
Description	<ol style="list-style-type: none"> Multi Classroom Leader (See attached job description) Math & Science Lead Teachers Related Arts Lead Teacher Consulting Teachers (260 day calendar vs. 200 day calendar, attached job description) Technology Integration Coach (260 day calendar vs. 200 day calendar, attached job description) Lead Counselors (260 day calendar vs. 200 day calendar, attached job description) Lead Mentors/Site Based Induction Specialist After School Program Directors AP Curriculum Design Reading Interventionist Coordinator (220 day vs. 200 day calendar) STEM Coordinator (260 day calendar vs. 200 day calendar) Read to Be Ready Resources

- 13) ELA Curriculum & Assessment
- 14) ELA Curriculum & Assessment Grades 3-8
- 15) MS Assessment Writing
- 16) ELA, STEM, Social Studies Lead Teachers

Number of Unique Roles: 5 or more

Eligibility Criteria	<p>Level of overall effectiveness (LOE); Certified in content/grade area</p> <p>Years of experience</p> <p>Multi Classroom Leader has specific Minimum Qualifications to include years of experience and LOE. We look for the following characteristics when selecting teachers who will be site based Induction Specialists: exemplary classroom teachers, adept at planning and delivering explicit instruction, skilled at working with adult learners, capable of providing effective feedback, knowledge of district and school practices.</p>
Compensation Type and Size	<ul style="list-style-type: none"> • Multi Classroom Leader : \$6,500 per year • Math & Science Lead Teachers: \$300 per semester/\$600 per year • Related Arts Lead Teacher: \$600 per year • Consulting Teachers: 60 additional days added to calendar/pay • Technology Integration Coach: 60 additional days added to calendar/pay • Lead Counselors: 60 additional days added to calendar/pay • Lead Mentor/Site Based Induction Specialist: \$450 base pay per year, plus \$250 per teacher mentored • After School Program Directors: \$3,000 per year • AP Curriculum Design: \$250 per year • Reading Interventionist Coordinator: 20 additional days to calendar/pay • STEM Coordinator: 60 additional days added to calendar/pay • Read to Be Ready Resources Teachers: \$500 per year • ELA Curriculum & Assessment: \$315 per year • ELA Curriculum & Assessment Grades 3-8: \$360 per year • MS Assessment Writing: \$120 and \$150 per year • ELA, STEM, Social Studies Lead Teachers: \$600 per year
Reach	532
Estimated Cost	\$935,995
Performance	
N/A	
Alternative Salary Schedule	
<i>Is the district implementing an alternative salary schedule?</i> No	
Education*	
Bachelors, Masters, Masters +30 and Advanced Degrees (Eds, PhD & EdD) are compensated via the salary schedule.	
Other	
N/A	

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