

Clay 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	Aspiring Administrators Leadership Team - Teachers will be offered a bonus for being a member of this team. They need to possess an administrative license or be currently enrolled in an administrative program from an approved university. Assignments are to job shadow and perform different administrative duties weekly. Substitutes will be provided for the classroom on their assigned days. Candidates must complete 80% of assigned days in order to be eligible for the full bonus. Prorating will be considered by the Supervisor of Instruction/Director based on circumstances. Number of Unique Roles: 1
Eligibility Criteria	Certified in content/grade area; Attendance minimum (i.e., miss no more than 12 days)
Compensation Type and Size	This award will be given in a \$1,000 bonus upon completion of the program. If the annual program isn't completed the award will be prorated based on the time completed and circumstances for terminating the program.
Reach	5
Estimated Cost	\$5,000
Performance	
Updated May 2020	Due to COVID-19 school closures and no evaluation or testing data for 2019-20, the district has removed the performance component from the 2019-20 differentiated pay plan.
Alternative Salary Schedule	
Is the district implementing an alternative salary schedule? No	
Education*	
Our district honors advanced degrees including Masters, Masters Plus, EDS, and Doctorate.	
Other	
The district will offer stipend pay to certified teachers who design and present Professional Learning Opportunities to other staff members to improve classroom instruction and student/learning achievement. Certified teachers with level 4 or 5 overall effectiveness would be eligible. Stipend pay will be given as a bonus of \$125 per day. This stipend covers planning, preparation, and presentation. Presentations must be approved by professional development staff and relate to our ePlan strategic goals for improvement.	

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