

## Fayetteville City 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)	
<b>Description</b>	Teachers in 9-12 Math, Science, and English (especially advanced certifications) will be paid a additional stipend or bonus of no less than \$500 and no more than \$1,600. This is to be a one time amount to be assessed and updated annually. <b>Priority Areas: 9-12 (Math, Science, Reading/ELA)</b>
<b>Eligibility Criteria</b>	Certified in content/grade area, specifically secondary Math, Science and ELA. This is based on limited number of eligible state wide candidates and system applicants Current teachers and new hires are eligible.
<b>Compensation Type and Size</b>	<b>Compensation Type:</b> Bonus <b>Bonus Type:</b> Signing/Recruitment/Retention <b>Compensation Amount:</b> Teachers in 9-12 Math, Science, and English (especially advanced certifications) will be paid a additional stipend or bonus of no less than \$500 and no more than \$1,600. This is to be a one time amount to be assessed and updated annually.
<b>Reach</b>	1
<b>Estimated Cost</b>	\$10,000
Instructional Roles or Responsibilities	
<b>Description</b>	Teachers will be deep diving into standards and assessment alignment within individual grade bands. They will supporting other teachers in their standards and assessment alignment within individual grade bands a minimum of two hours monthly at principals discretion. <b>Number of Unique Roles: 1</b>
<b>Eligibility Criteria</b>	Level of overall effectiveness (LOE); Individual TVAAS; Certified in content/grade area; Attendance minimum (i.e., miss no more than 12 days); Principal recommendation
<b>Compensation Type and Size</b>	Teachers will be compensated at a rate of \$30 per hour. Individuals will receive a contract of no less than \$600 but not to exceed \$1500
<b>Reach</b>	4
<b>Estimated Cost</b>	\$4,000
Performance	
N/A	
Alternative Salary Schedule	
<b>Is the district implementing an alternative salary schedule?</b> No	
Education*	
MA, MA+30, EDS, and Doctorates are compensated in the salary schedule.	
Other	
N/A	

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