

Campbell County Schools

2020-21 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	<p>The district will offer bonus pay (stipend) for academic coaches modeling research-based practices in Tier I instruction focusing on foundational literacy and math skills and integration of skills across curriculum.</p> <p>The district will offer bonus pay for a data manager to guide teachers in analyzing data to guide instruction.</p> <p>Number of Unique Roles: 4</p>
Eligibility Criteria	Level of overall effectiveness (LOE); Individual TVAAS; Certified in content/grade area; Advanced degrees
Compensation Type and Size	<p>Compensation will be given as a bonus/stipend. The stipend amount is a maximum of \$2,500.00 per year.</p> <p>Full Time Academic Coach (7) x \$2,500.00</p> <p>120 Day Academic Coach (1) x \$1,500.00</p> <p>80 Day Academic Coach (1) x \$1,000.00</p> <p>Data Manager (1) x \$10,000</p>
Reach	10
Estimated Cost	\$29,500
Performance	
N/A	
Alternative Salary Schedule	
Is the district implementing an alternative salary schedule? No	
Education*	
Step raises are awarded by years experience and degree (MA, MA+45, EDS, Ed.D) topping out at 20 years.	
Other	
N/A	

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