

## Moore County Schools

### 2021-22 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>	<ul style="list-style-type: none"> <li>The Moore County Department of Education may designate vacant teaching positions as “difficult to fill” based on 2 or fewer applicants for a vacant position.</li> <li>The Director of Schools is authorized to pay a salary up to 5 levels above the years of experience of a certified teacher and/or one category above that required by the teacher’s degree in positions designated as “difficult to fill”.</li> <li>Upon approval by the school board on a case by case basis, the Moore County Department of Education can reimburse teachers in “difficult to fill” positions for tuition for training/university courses required to fulfill qualifications for these positions.</li> </ul> <p><b>Priority Areas: 5-8 (Math, Science, Special Education), 9-12 (Math, Science, Special Education)</b></p>
<b>Eligibility Criteria</b>	Only new hires are eligible.
<b>Compensation Type and Size</b>	<p><b>Compensation Type:</b> Base Pay Increase</p> <p><b>Compensation Amount:</b> The Director of Schools is authorized to pay a salary up to 5 levels above the years of experience of a certified teacher and/or one category above that required by the teacher’s degree in positions designated as “difficult to fill”.</p>
<b>Reach</b>	5
<b>Estimated Cost</b>	\$15,000
Instructional Roles or Responsibilities	
<b>Description</b>	<ul style="list-style-type: none"> <li>Moore County will compensate teachers for providing additional instructional support by performing additional duties in order to build capacity and increase teacher effectiveness.</li> <li>All duties will be required to be aligned to the district’s strategic plan as well as the state accountability model.</li> <li>Roles and responsibilities will be defined annually with written job descriptions and an evaluation component to be required.</li> <li>Examples of these roles and duties could be, but are not limited to: mentors, collaborative learning leaders, core content specialists, developing classroom assessments, etc.</li> </ul> <p><b>Number of Unique Roles:</b> 5 or more</p>
<b>Eligibility Criteria</b>	N/A
<b>Compensation Type and Size</b>	\$1,050
<b>Reach</b>	16
<b>Estimated Cost</b>	\$16,800

**Performance**

N/A

**Alternative Salary Schedule**

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

**Education\***

The district salary schedule includes lanes for additional advanced degrees (MA, MA+30, EdS, EdD).

**Other**

N/A

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