

Washington County Schools

2021-22 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	Two Student Technology Support Specialists to support and train teachers with instructional technology; Three Instructional Coaches to support and train teachers in eleven elementary schools; One position as coordinator of RTI programs; Two support positions as teacher-leaders in the RTI programs working with teachers; Forty mentor teachers to support new teachers. One mentor will be assigned to one new teacher. Number of Unique Roles: 5 or more
Eligibility Criteria	Level of overall effectiveness (LOE); Certified in content/grade area; Years of experience; Individuals are selected with the intent to develop and increase leadership capacity within the instructional staff.
Compensation Type and Size	Compensation for roles one and two are based on degree, experience and time on task. Compensation for roles three, four, and five are based on time on task and performance in teacher support. Student Technology Support Specialist (2) x \$52,702.52; Instructional Coaches (6) x \$63,755.81; RTI Coordinator (1) \$33/hr. x 150 hours = \$4,950; RTI teacher leaders (2) \$33/hr. x 220 hours = \$7,260; New teacher mentor support (40) \$33/hr. x 100 hours = \$13,200
Reach	48
Estimated Cost	\$322,082.48

Performance

N/A

Alternative Salary Schedule

Is the district implementing an alternative salary schedule? No

Education*

Pay increases are awarded for MA, MA+10, MA+20, MA+30, MA+40, EdS, MA+50, MA+60 and EdD degrees.

Other

N/A

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