

Bartlett Municipal School District 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)	
Description	<p>Teachers and other certificated positions that are hard-to-staff positions such as Math, Science, Special Education, SLPs, Foreign Language or any other teaching vacancy deemed difficult to staff area or has a high programmatic impact as determined by the superintendent, will be placed on the current BCS Teacher salary schedule and given parity for all years of experience if such experience is beyond the 10 years (step 9 of our teacher pay scale) BCS recognizes for incoming candidates. This strategy will not only assist in securing teachers and other certificated staff in hard-to-staff areas and will also assist BCS in recruiting and retaining teachers for our district. Our data reflecting hiring trends and applicant pool deem that elementary, fine arts, English, and Social Studies teachers are readily available. The hiring trends and limited applicant pool for science, math, special education, library-media specialist, and foreign language and SLPs make these areas high need.</p> <p>Priority Areas: K-4 (ESL/ELL, Special Education, Speech Language Pathology, Foreign Language), 5-8 (Math, Science, Reading/ELA, ESL/ELL, Special Education, Speech Language Pathology, Foreign Language), 9-12 (Math, Science, Reading/ELA, ESL/ELL, Special Education, Speech Language Pathology, Foreign Language)</p>
Eligibility Criteria	Level of overall effectiveness (LOE); Individual TVAAS; Certified in content/grade area; Years of experience; Advanced degrees Current teachers and new hires are eligible.
Compensation Type and Size	<p>Compensation Type: Base Pay Increase</p> <p>Compensation Amount: \$2,000 -\$10,000 annually possibly based upon years of experience and degrees</p>
Reach	15
Estimated Cost	\$250,000

Instructional Roles or Responsibilities	
Description	<p>Learning Coaches are full time classroom teachers. These teacher leaders are compensated for time worked outside of their contracted time with stipends. These educators coach the most effective teachers in the building, teachers new to the district, and any teacher assigned by the school or district. Instructional Coaches facilitate peer-to-peer informal observations with feedback focusing on the TEAM rubric. Selected teachers must demonstrate strong leadership skills, have 3 or more years of effective teaching experience, be respected by peers and administrators, and have an LOE 4/5.</p> <p>Flex Professional Learning Leaders are full time classroom teachers. These educators have already satisfied the base district requirement for 24</p>

hours of Flex Credit and are facilitating additional learning for the district's educators. These teachers must have met their baseline Flex Day requirements of 24 hours and have a skill/knowledge that needs to be shared with other educators in the district.

High School Instructional Program Assistant is a full time classroom teacher with stipend to serve the high schools to facilitate the PLC process, assessment support including ACT, and facilitate RTI Implementation. Selected teachers must demonstrate strong leadership skills, have 3 or more years of effective teaching experience, are respected by peers and administrators, Master's Degree is preferred with current ILLB and have a level 4 or 5 rating as measured by Overall TEAM observation scores.

Instructional Facilitator is a full release teacher at a Title 1 school who oversees the Title 1 budget, parent trainings, and focuses on instructional programming to facilitate student growth. Selected teacher must demonstrate strong leadership skills, have 3 or more years of effective teaching experience, are respected by peers and administrators, Master's Degree is preferred with current ILLB and have a level 4 or 5 rating as measured by Overall TEAM observation scores. Selected teachers should also have extensive use of the School Improvement Plan and the budgeting process.

Number of Unique Roles: 4

Eligibility Criteria	Level of overall effectiveness (LOE); Individual TVAAS; Certified in content/grade area; Advanced degrees
Compensation Type and Size	Learning Coaches: \$2,500 each annually Flex Professional Learning Leaders: \$23.88 per hour for their work High School Instructional Program Assistant: \$6,000 annual stipend Instructional Facilitator: salary of this individual (approx \$65,000) and a \$6,000 annual stipend
Reach	30
Estimated Cost	\$250,000

Performance

N/A

Alternative Salary Schedule

Is the district implementing an alternative salary schedule? No

Education*

Teachers are compensated for Bachelors, Masters, Masters +45 (on certificate), EDS, & EDD.

Other

National Board certified teachers receive a \$3,000 annual stipend.

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