

White County 2022-23 Differentiated Pay Plan

Hard-to-Staff	<input type="checkbox"/>
Instructional Roles	<input checked="" type="checkbox"/>
Performance	<input checked="" type="checkbox"/>
Alternative Salary Schedule	<input type="checkbox"/>

Hard to Staff (School, Subject, or Placement)

N/A

Instructional Roles or Responsibilities

Description	<p>Teacher Mentoring Positions</p> <p>Teacher Technology Coaches</p> <p>Academic Coaches</p> <p>Tutoring Personnel</p> <p>Teacher Mentors will work with new hires to navigate their first year and provide support and guidance. Technology Coaches assist the technology department in implementing new software and troubleshooting technological issues at the school level. Academic Coaches work directly with teachers to deepen their understanding of curriculum and standards and to produce better teaching and test scores. Tutoring Personnel work with high school students who are struggling in math and credit recovery. Middle school students in the areas of detention and Time for Time.</p> <p>Number of Unique Roles: 5 or more</p>
Eligibility Criteria	Level of overall effectiveness (LOE)
Compensation Type and Size	<p>Technology coaches (13) x \$1000</p> <p>Mentoring coaches (10) x \$1,000</p> <p>Tutoring Personnel (20) x \$25 per hour (approx 800 hrs)</p> <p>Academic Coaches (3) x \$ 54,940 (average salary)</p>
Reach	47
Estimated Cost	\$97,140

Performance

Description	A bonus will be given if the system's Performance Score is a 5 for the 2021-2022 year.
Eligibility Criteria	<p>Eligible Teachers: Tested teachers</p> <p>Non-tested teachers</p> <p>School administrators</p> <p>Other instructional staff</p> <p>Eligibility Criteria: District-level TVAAS</p> <p>If the district does not meet their performance goal, certified teachers will be required to attend an additional day of in-service training to address deficiencies.</p>
Compensation Type and Size	<p>\$500.00 (302 full time employees)</p> <p>\$250.00 (7 Half time employees)</p>
Reach	309
Estimated Cost	\$152,750

Alternative Salary Schedule

Is the district implementing an alternative salary schedule? No

Education*

Anyone earning a new degree will be paid based upon that degree and years of service time.
MA, MA+45, Ed,D, Ph.D

Other