

## Newport

### 2023-24 Differentiated Pay Plan

Hard-to-Staff	<input checked="" 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)	
<b>Description</b>	<b>Priority Areas:</b> K-5 (Special Education) <b>6-8</b> (Math, Science) <b>Other</b> (School Counsleor)
<b>Eligibility Criteria</b>	Certified in content/grade area Years of experience Current teachers New hires
<b>Compensation Type and Size</b>	<b>Compensation Type:</b> Bonus <b>Bonus Type:</b> Signing/Recruitment <b>Compensation Amount:</b> \$1,500 per hard-to-staff role.
<b>Reach</b>	5
<b>Estimated Cost</b>	\$9,000
Instructional Roles or Responsibilities	
<b>Description</b>	Lead Teachers - 8 Interventionists - 4 RTI Coordinator - 1 Consortium Teachers - 2 Mentors - 4 <b>Number of Unique Roles:</b> 5 or more
<b>Eligibility Criteria</b>	Level of overall effectiveness (LOE) Individual TVAAS Certified in content/grade area Advanced degrees
<b>Compensation Type and Size</b>	Lead Teachers- \$1,000 per teacher Interventionists - \$500 RTI Coordinator - \$1,000 Consortium Teachers - \$300 Mentors - \$20 per hour
<b>Reach</b>	20
<b>Estimated Cost</b>	\$15,600
Performance	
<b>Description</b>	The following pertains to the TCAP test results not a teacher's LOE: Level 5 - \$1,000 Level 4 - \$ 800 If our system (which is a one school system) receives a 4 or 5, all teachers and staff will receive the following: Level 5 - 2 Extra Personal Days Level 4 - 1 Extra Personal Day
<b>Eligibility Criteria</b>	<b>Eligible Teachers:</b> Tested teachers Non-tested teachers

	Portfolio teachers School administrators Other instructional staff <b>Eligibility Criteria:</b> Individual TVAAS or portfolio growth score School-level TVAAS
<b>Compensation Type and Size</b>	If our system (which is a one school system) receives a 4 or 5, teachers and staff will receive the following: Level 5 - 2 extra personal days (\$85 for a substitute per day) Level 4 - 1 extra personal day (\$85 for a substitute per day)
<b>Reach</b>	63
<b>Estimated Cost</b>	\$10,710
<b>Alternative Salary Schedule</b>	
<b><i>Is the district implementing an alternative salary schedule?</i></b> No	
<b>Education*</b>	
Our district compensates for advanced degrees, including masters, EdS, and doctorate.	
<b>Other</b>	