

Moore County 2023-24 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>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.</p> <p>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> <p>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.</p> <p>In situations where a position remains unfilled due to lack of acceptable applicants the Director of Schools is authorized to contract with appropriate faculty to teach an additional period by extending the teacher's contract to include required planning time to a time outside of school hours. Compensation for this additional period will be based on the teacher's daily rate with an additional class period.</p> <p>Priority Areas: K-4, 5-8, 9-12</p>
Eligibility Criteria	<p>Current teachers</p> <p>New hires</p>
Compensation Type and Size	<p>Compensation Type: Base Pay Increase Bonus Type:</p> <p>Compensation Amount:</p> <p>9-12 Chemistry (1)x\$3,460</p> <p>9-12 Math (1)x\$6,973</p> <p>9-12 Math (1)x\$8,097</p> <p>7-12 SpEd (1)x\$2,423</p> <p>7-12 CTE (1)x\$3,027 -</p>
Reach	5
Estimated Cost	\$23,980
Instructional Roles or Responsibilities	
Description	<p>Additional Roles and Responsibilities</p> <p>1) Moore County will compensate teachers for providing additional instructional support by performing additional duties in order to build capacity and increase teacher effectiveness.</p> <p>2) All duties will be required to be aligned to the district's strategic plan as well as the state accountability model.</p>

3) Roles and responsibilities will be defined annually with written job descriptions and an evaluation component to be required.

4) Examples of these roles and duties could be, but are not limited to: mentors, collaborative learning leaders, core content specialists, developing classroom assessments, etc.

Number of Unique Roles: 5 or more

Eligibility Criteria	Certified in content/grade area
Compensation Type and Size	1) All compensation amounts will be defined with a minimum level of \$100 and not exceed \$2,000 annually. The level of compensation will not be based on an hourly rate. All time to be compensated must occur outside the time defined in the annual contract.
Reach	15
Estimated Cost	\$20,000
Performance	
N/A	
Alternative Salary Schedule	
<i>Is the district implementing an alternative salary schedule?</i> No	
Education*	
Salary schedule increases with each degree earned. Degrees compensated for: MA, MA+30, Multiple Advanced Degrees (Double MA, EdS, EdD, etc.)	
Other	