

## Waren 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)	
<b>Description</b>	<b>Priority Areas: K-4 (Math, Reading/ELA), 5-8 (Math, Reading/ELA)</b>
<b>Eligibility Criteria</b>	Individual TVAAS We have two low performing elementary schools with high rate of low socioeconomic rates as well as high teacher turnover in both schools over the last three years. We would like to offer high performing teachers at a level 4 or 5 the opportunity to take positions in these schools for a \$1,000 bonus annually for 3 years. The teachers must stay at the school for a 3-year period and must maintain their level 4 or 5 level of effectiveness to be eligible for the stipend annually. Current teachers New hires
<b>Compensation Type and Size</b>	<b>Compensation Type:</b> Bonus <b>Bonus Type:</b> Signing/Recruitment Retention <b>Compensation Amount:</b> \$1,000 per year provided a level of effectiveness of 4 or 5 is achieved annually.
<b>Reach</b>	10
<b>Estimated Cost</b>	\$10,000
Instructional Roles or Responsibilities	
<b>Description</b>	In the 2022-23 school year, we plan to continue to pay our 11th month salary to our instructional coordinators in all schools. Instructional Coordinators will work a 220 day contract to organize data and curriculum in preparation for the students returning in the fall. Instructional Coordinators are the instructional coaches in each school. They work directly with teachers and staff to help them prepare for the start of each school year as well as helping teachers use data to drive instructional decisions in their classrooms. They also perform some administrative tasks regarding data and testing. <b>Number of Unique Roles:</b> 1
<b>Eligibility Criteria</b>	Instructional Coordinators are hired by the building Principal of each school.
<b>Compensation Type and Size</b>	The amount of compensation varies with the number of years experience and degree held by each individual.
<b>Reach</b>	11
<b>Estimated Cost</b>	\$60,000
Performance	
N/A	
Alternative Salary Schedule	
<i>Is the district implementing an alternative salary schedule?</i> No	

**Education\***

Educators are paid by years of experience and degrees earned, including BS, MA, MA+30, EDS, and DR.

**Other**