

CUMBERLAND COUNTY--180					
2017-18 Differentiated Pay Plan					
Differentiated Element	Description	Eligibility Criteria	Compensation Type and Size	Reach	Estimated Cost
	Describe how the district will differentiate for this element.	What is the eligibility criteria for receiving the award (such as minimum attendance or evaluation score)?	Will the compensation be given as a bonus or a base pay increase? How much will qualifying teachers receive?	Eligibility: How many teachers are eligible for this type of compensation?	How much does the district estimate it will pay out for this differentiated pay element?
Hard-to-Staff (School, Subject, or Placement)	Hard to Staff (Total 10): A total of \$20,000 will be reserved in an effort to attract, hire, and retain high quality candidates to hard to staff positions. A stipend of \$2,000 will be allocated for up to ten identified and verified hard to staff positions for 2017-2018. If the teacher remains in that position for 3 years and maintains a Level of Effectiveness of at least a 3 for each of those years, then that teacher will receive an additional \$1,000 at the beginning of the 4th year (2020-2021). If a teacher receives the initial \$2,000 stipend, they are expected to remain in this position at least until	Level of Overall Effectiveness (LOE) Certified in content/grade area	Bonus	10	\$20,000
			\$2,000 with an opportunity for \$1,000 more if the teacher remains for 3 years and maintains at least an overall L.O.E. of a 3.		

	<p>the beginning of the fourth year in this position, when they will then be paid the additional \$1,000. If the teacher vacates the position for any reason (choice, transfer, suspension, dismissal, non-renewal), the teacher will be expected to pay back a portion of the initial stipend according to this schedule:</p> <p>a. If the teacher leaves the position prior to finishing the first academic year in that position, the teacher shall return the full \$2,000 stipend.</p> <p>b. If the teacher leaves the position after the first full academic year, but before or during the second academic year in that position, then the teacher shall return \$1,000 of the stipend.</p> <p>c. If the teacher leaves the position after the second academic year, but before or during the third academic year in that position, then the teacher</p>				
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	<p>shall keep the \$2,000, but will not qualify for the additional \$1,000 for the third academic year.</p> <p>The Human Resource Supervisor, in a coordinated effort with the department supervisor and the principal of the school housing the hard to staff position, will authorize the initial stipend prior to the position posting and will verify conditions are met in order for the teacher to receive the second stipend. The steps to identify a "hard to staff position" will be:</p> <p>a. The HR Supervisor will review district historical data on positions and our ability to fill them with qualified candidates.</p> <p>b. Academic initiatives and targets will be reviewed to analyze the need for such a position.</p> <p>c. The HR Supervisor along with the Director of Schools and pertinent administrative staff will</p>				
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	<p>identify umbrellas of traditionally hard to fill positions (ex. 7th-12th grade math, special education, 7th-12 grade science, and mid-year vacancies). These umbrellas will serve as the initial areas of focus for the school year.</p> <p>d. The HR Supervisor, the department supervisor and the principal of the vacancy will discuss the use of a stipend for the position, and the HR Supervisor will authorize the stipend.</p> <p>e. A teacher already hired in the district may qualify for the "hard to staff" stipend, if they are referred by the building principal to make the transfer and then take the necessary steps to gain the additional endorsement (Praxis and/or coursework) to fill the hard to staff position. The stipend will only be paid upon completion of endorsement and licensure requirements</p>				
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	and placement in the position. This teacher will qualify for the additional \$1,000 if they remain in the position for 3 years and maintain a Level of Effectiveness of a 3 or better for each of those years.				
Performance					
Additional Instructional Roles or Responsibilities	<p>Additional Roles: A total of \$80,000 is set aside to differentiate pay according to assigned roles. Cumberland County will pay:</p> <p>a. Lead Teachers (Total 175): In an ongoing capacity, these effective teachers are selected by individual school principals to serve as leaders who may be assigned to:</p> <ul style="list-style-type: none"> • participate and redeliver state training regarding standards, best practices and assessments, both formative and summative 	Certified in content/grade area	<p>Lead Teachers, SWPBS Chairmen, and AdvancED Chairment will receive \$400 each.</p> <p>District Presenters will receive \$250 each.</p>	206	\$80,000

	<ul style="list-style-type: none"> • lead PLC sessions among colleagues in the same grade and/or content area • serve in leadership roles regarding curriculum, pacing, assessment, instructional strategies and resources, and behavior management <p>i. School are allotted the following slots based on enrollment:</p> <ol style="list-style-type: none"> 1. Brown 12 2. Crab Orchard 10 3. Homestead 19 4. Martin 17 5. North 15 6. Pine View 5 7. Pleasant Hill 15 8. South 16 9. Stone 16 10. CCHS 23 11. SMHS 24 12. Phoenix 3 <p>ii. Lead teachers will be paid \$400 for their additional roles.</p> <p>b. School wide Positive Behavior Support (SWPBS) Chairman (Total 12): This person serves as the coordinator of the positive behavior support program</p>				
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	<p>and is charged with the design, implementation, communication, and record keeping of this essential system. A stipend of \$400 will be allocated for these roles.</p> <p>c. AdvancED Chairman (Total 3): If the individual school is designated for reaccreditation, this person serves as the coordinator of this process for the school. A comprehensive school plan supported by committee work, collection of evidence, and a thorough site visit are facilitated through this chairman. A stipend of \$400 will be reserved for these persons.</p> <p>d. District Professional Development Presenters (Total 16): These presenters are selected based on the needs of the attending teachers, the proposals submitted by potential presenters, and the knowledge, expertise and effectiveness demonstrated by the</p>				
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	potential presenters. These single session presenters will be paid \$250.				
Education*	Teachers are assigned to the pay scale according to four lanes of advanced degrees: bachelor's, master's, educational specialist, and doctorate.				
Other					

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