

Moore County Schools

2018-19 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>Priority Areas: 9-12 (Other)</p>
Eligibility Criteria	<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>New hires</p>
Compensation Type and Size	<p>Compensation Type: Base Pay Increase</p> <p>Compensation Amount: 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>
Reach	2
Estimated Cost	\$14,000
Instructional Roles or Responsibilities	
Description	<ol style="list-style-type: none"> 1) Moore County will compensate teachers for providing additional instructional support by performing additional duties in order to build capacity and increase teacher effectiveness. 2) All duties will be required to be aligned to the district's strategic plan as well as the state accountability model. 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. <p>Number of Unique Roles: 5 or more</p>
Eligibility Criteria	<p>Level of Overall Effectiveness (LOE)</p> <p>Teachers in these roles must have scored a 3 or higher on the most recent data regarding their LOE.</p>
Compensation Type and Size	All compensation amounts will be defined with a minimum level of \$100 and not to exceed \$2,000 annually. The level of compensation will not be

based on an hourly rate.

Reach 14

Estimated Cost \$15,000

Performance

N/A

Alternative Salary Schedule

Is the district implementing an alternative salary schedule? No

Education*

Our salary schedule includes 4 levels. For each advanced degree, a teacher moves to a higher level on the schedule. Advanced degrees include: MA+30, additional Master's degree, EDS, and EDD.

Other

N/A

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