

Bartlett City 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>Teachers and other certificated positions that are hard-to-staff positions such as Math, Science, Special Education, SLPs, Foreign Language or any other teaching vacancy deemed difficult to staff area or has a high programmatic impact as determined by the superintendent, will be placed on the current BCS salary schedule that recognizes experience parity and education lanes. This strategy will not only assist in securing teachers and other certificated staff in hard-to-staff areas, but will also assist BCS in recruiting and retaining teachers for our district. Our data reflecting hiring trends and applicant pool deem that elementary, fine arts, English, and Social Studies teachers are readily available. The hiring trends and limited applicant pool for science, math, special education, and foreign language and SLPs make these areas high need.</p> <p>Priority Areas: K-4, 5-8 (Math, Science, Reading/ELA, Special Education, Other), 9-12 (Math, Science, Reading/ELA, Special Education, Other)</p>
Eligibility Criteria	<p>Level of Overall Effectiveness (LOE), Certified in content/grade area, Years of experience, Advanced degrees</p> <p>Compensation will be paid as the base salary for qualifying teachers and other certificated personnel. The amount that teachers receive will be contingent upon experience and education for the critical shortage areas identified.</p> <p>Current teachers & New hires</p>
Compensation Type and Size	<p>Compensation Type: Base Pay Increase</p> <p>Compensation Amount: (\$2,000-\$10,000 difference between the two salary schedules)</p>
Reach	15
Estimated Cost	\$20,000

Instructional Roles or Responsibilities	
Description	<p>Instructional Coaches are full time classroom teachers. These teacher leaders are compensated for time worked outside of their contracted time with stipends. These educators coach the most effective teachers in the building, teachers new to the district, and any teacher assigned by the school or district. Instructional Coaches facilitate peer-to-peer informal observations with feedback focusing on the TEAM rubric. Selected teachers must demonstrate strong leadership skills, have 3 or more years of effective teaching experience, be respected by peers and administrators, and have an LOE 4/5.</p> <p>Flex Professional Learning Leaders are full time classroom teachers. These educators have already satisfied the base district requirement for 24 hours of Flex Credit and are facilitating additional learning for the district's educators. These teachers must have met their baseline Flex Day</p>

requirements of 24 hours and have a skill/knowledge that needs to be shared with other educators in the district.

High School Instructional Program Assistant is a full time classroom teacher with stipend to serve the high schools to facilitate the PLC process, assessment support including ACT, and facilitate RTI Implementation.

Selected teachers must demonstrate strong leadership skills, have 3 or more years of effective teaching experience, are respected by peers and administrators, Master's Degree is preferred with current ILLB and have a level 4 or 5 rating as measured by Overall TEAM observation scores.

Instructional Technology Coach is a full release teacher to focus coaching on the implementation of technology into regular classroom instruction through professional development and informal observations focusing on the SAMR model. Selected teachers must demonstrate strong leadership skills, have 3 or more years of effective teaching experience, are respected by peers and administrators, Master's Degree is preferred with current ILLB and have a level 4 or 5 rating as measured by Overall TEAM observation scores. Selected teachers should also have extensive use of technology in the classroom with experience integrating technology and experience diagnosing and resolving technical issues.

Number of Unique Roles: 4

Eligibility Criteria	Level of Overall Effectiveness (LOE), Individual TVAAS, Certified in content/grade area, Years of experience, Advanced degrees
Compensation Type and Size	\$3,000 - \$6,000 stipend paid to each person for additional duties associated with the role.
Reach	50
Estimated Cost	\$300,000

Performance

N/A

Alternative Salary Schedule

Is the district implementing an alternative salary schedule? No

Education*

Teachers hired before August 2, 2013, will follow the BCS Teacher pay scale that includes lanes and steps for BA, MA, MA+45, EDS, and EDD.

Teachers hired after August 2, 2013, will follow the BCS Teacher pay scale that includes lanes and steps for BA, MA, and EDD.

Other

\$3,000 annual stipend for National Board certified teachers.

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