

# Carter County

## 2023-24 Differentiated Pay Plan

Hard-to-Staff	<input 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)	
N/A	
Instructional Roles or Responsibilities	
<b>Description</b>	<ul style="list-style-type: none"> <li>• 15 math teachers - ranging from kindergarten through high school</li> <li>• 15 ELA teachers - ranging from kindergarten through high school</li> <li>• 5 science teachers - two from middle grades and one from high school</li> <li>• 5 social studies teachers - two from middle grades and one US History teacher</li> <li>• 2 response to intervention teacher</li> <li>• 8 special education teachers</li> </ul> <p><b>Number of Unique Roles:</b> 5 or more</p>
<b>Eligibility Criteria</b>	<p>Level of overall effectiveness (LOE)            Certified in content/grade area            Attendance minimum (i.e., miss no more than 12 days)            Advanced degrees            The teacher leaders will work with the K-12 Curriculum Supervisor and Instructional coaches to carry out the following responsibilities:</p> <ul style="list-style-type: none"> <li>• Revise CIAs (Curriculum in Action) or to develop CIAs in needed areas</li> <li>• Build benchmark assessments in areas in which we do not currently have</li> <li>• Lead district level PLCs in their areas of specialty to address the following:               <ul style="list-style-type: none"> <li>o Revisions as needed to CIAs</li> <li>o Addition of benchmark assessments</li> <li>o Using benchmark data</li> <li>o For K-3: strategies in guided reading and interactive read alouds</li> <li>o For K-3: using appropriate data (book level, sight words, etc)</li> <li>o Modeling of instructional strategies</li> <li>o Lesson planning</li> </ul> </li> </ul>
<b>Compensation Type and Size</b>	Content Curriculum Leaders will be selected to carry out additional duties and responsibilities as we work to increase best instructional practices as well as improve upon our curriculum and benchmark assessments. Each of these teacher leaders will receive
<b>Reach</b>	50
<b>Estimated Cost</b>	\$50,000
Performance	

N/A

**Alternative Salary Schedule**

***Is the district implementing an alternative salary schedule?*** No

**Education\***

The salary scale recognizes steps based on degrees earned as well as advancement toward those degrees. Advanced degrees include: Masters, Masters +30, EDS, and EdD

**Other**