

Newport

2023-24 Differentiated Pay Plan

Hard-to-Staff	<input checked="" type="checkbox"/>
Instructional Roles	<input checked="" type="checkbox"/>
Performance	<input checked="" type="checkbox"/>
Alternative Salary Schedule	<input type="checkbox"/>

Hard to Staff (School, Subject, or Placement)	
Description	Priority Areas: K-5 (Special Education) 6-8 (Math, Science) Other (School Counsleor)
Eligibility Criteria	Certified in content/grade area Years of experience Current teachers New hires
Compensation Type and Size	Compensation Type: Bonus Bonus Type: Signing/Recruitment Compensation Amount: \$1,500 per hard-to-staff role.
Reach	5
Estimated Cost	\$9,000

Instructional Roles or Responsibilities	
Description	Lead Teachers - 8 Interventionists - 4 RTI Coordinator - 1 Consortium Teachers - 2 Mentors - 4 Number of Unique Roles: 5 or more
Eligibility Criteria	Level of overall effectiveness (LOE) Individual TVAAS Certified in content/grade area Advanced degrees
Compensation Type and Size	Lead Teachers- \$1,000 per teacher Interventionists - \$500 RTI Coordinator - \$1,000 Consortium Teachers - \$300 Mentors - \$20 per hour
Reach	20
Estimated Cost	\$15,600

Performance	
Description	The following pertains to the TCAP test results not a teacher's LOE: Level 5 - \$1,000 Level 4 - \$ 800 If our system (which is a one school system) receives a 4 or 5, all teachers and staff will receive the following: Level 5 - 2 Extra Personal Days Level 4 - 1 Extra Personal Day
Eligibility Criteria	Eligible Teachers: Tested teachers Non-tested teachers

Portfolio teachers
 School administrators
 Other instructional staff
Eligibility Criteria: Individual TVAAS or portfolio growth score
 School-level TVAAS

Compensation Type and Size If our system (which is a one school system) receives a 4 or 5, teachers and staff will receive the following:
 Level 5 - 2 extra personal days (\$85 for a substitute per day)
 Level 4 - 1 extra personal day (\$85 for a substitute per day)

Reach 63

Estimated Cost \$10,710

Alternative Salary Schedule

Is the district implementing an alternative salary schedule? No

Education*

Our district compensates for advanced degrees, including masters, EdS, and doctorate.

Other