

Clinton

2023-24 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	Reading/Language Arts Priority Areas: K-4 (Reading/ELA)
Eligibility Criteria	Certified in content/grade area Years of experience Current teachers New hires
Compensation Type and Size	Compensation Type: Base Pay Increase Bonus Type: Compensation Amount: \$3,450
Reach	1
Estimated Cost	\$3,450
Instructional Roles or Responsibilities	
Description	We will have three instructional coaches (ELA, Math and Technology) who serve our entire district. Number of Unique Roles: 1
Eligibility Criteria	Level of overall effectiveness (LOE) Certified in content/grade area Outside of scores or certification, we based the implementation of these roles on the needs of our district after a thorough review of data and input from our administrative, teaching and support staff members.
Compensation Type and Size	Our coaches work an extended day contract of an additional five days, so their compensation is based on their individual rates of pay as determined by the salary schedule.
Reach	3
Estimated Cost	\$8,200
Performance	
N/A	
Alternative Salary Schedule	
Is the district implementing an alternative salary schedule? No	
Education*	
Advanced degrees are acknowledged through our salary schedule - with additional pay "lanes" for Master's degrees and then Educational Specialist/ Doctorate degrees, etc.	
Other	
\$1,000.00 as a bonus with submittal of evidence that they have attained the National Board Certification.	