

# Arlington

## 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)

<b>Description</b>	<p>Teachers who are hired to fill hard-to-staff positions such as math, science special education, foreign language or any other teaching vacancy deemed difficult to staff or has a high programmatic impact as determine by the superintendent, will be placed on the current ACS salary schedule that recognizes experience parity and educational lanes beyond the customary "up to 10 years of outside experience" given for non hard-to-staff areas if the teacher is bringing beyond 10 years of accredited experience (see attached salary schedule). This strategy will not only assist in recruiting teachers for our district. Our data reflection recruitment efforts aimed at building an applicant pool would indicate that elementary, fine arts, English and Social Studies teachers are readily available. However, this data reflect that very few applicants/leads were available in the critical ares of science, math, special education foreign language and social work. This data supports this need for pay differentiation in these hard to staff areas.</p> <p><b>Priority Areas: K-4 (ESL/ELL, Special Education), 5-8 (Math, Science, ESL/ELL, Special Education, Other (As Needed)), 9-12 (Math, Science, ESL/ELL, Special Education, Other (As Needed))</b></p>
--------------------	------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

<b>Eligibility Criteria</b>	<p>Certified in content/grade area          Years of experience          Advanced degrees          Compensation will be paid as the base salary for qualifying teachers. The amount that teachers will receive will be contingent upon experience and education for the critical areas identified.          Current teachers          New hires</p>
-----------------------------	-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

<b>Compensation Type and Size</b>	<p><b>Compensation Type:</b> Base Pay Increase <b>Bonus Type:</b>  <b>Compensation Amount:</b> \$8,000-\$10,000 per teacher</p>
-----------------------------------	-------------------------------------------------------------------------------------------------------------------------------------

<b>Reach</b>	45
--------------	----

<b>Estimated Cost</b>	\$213,368
-----------------------	-----------

### Instructional Roles or Responsibilities

<b>Description</b>	<p><b>TEAM Facilitator</b>          *Assist with local/district professional learning activities including: New Teacher Orientation, TEAM/TN Compass Training, and other PD as requested by principal or district          *Present collaboratively (with at least one other teacher leader) a minimum of one PD session each semester</p>
--------------------	----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

- \*Frontline contact for school
- \*Attend TEAM Teacher Evaluator Training & receive certification prior to conducting evaluations
- \*Assist local school administration with TEAM Evaluations
- \*Teacher support (as requested by principal)
- \*Exhibit professionalism by providing a supportive environment and maintaining confidentiality
- \*Total of 60 hours required including orientation & quarterly meetings/trainings

**Instructional Support Coach**

- \*Assist with New Teacher Orientation
- \*Mentor/Coach new teachers & teachers on Educator Learning Plans (ELPs) as applicable
- \*Conduct monthly meetings with teachers new to the district
- \*Assist school/district with planning for professional development activities
- \*Attend & redeliver PD and provide ongoing support
- \*Present collaboratively (with at least one other teacher leader) a minimum of one PD session each semester
- \*Exhibit professionalism by providing a supportive environment and maintaining confidentiality
- \*Total of 40 hours required including orientation and quarterly meetings/trainings

**PLC Coach**

- \*Focus on assessments being used in the building, analysis of data, & support of teachers in using data to drive instruction
- \*Facilitate assessment design
- \*Meet with building level PLCs quarterly to review data/assessments
- \*Coordinate and guide the activities of PLC teacher teams
- \*Work closely with building level leadership team in the implementation of PLCs
- \*Collect, organize, and disseminate information for reflection and action plan development
- \*Total of 40 hours required including orientation and quarterly trainings/meetings

**Administrator to manage alternative school/school safety an extra hour per day:**

Must be a current administrator at the high school who is willing to work an extra hour a day and provide oversight for the alternative program.

**Number of Unique Roles:** 5 or more

---

**Eligibility Criteria**

- Level of overall effectiveness (LOE)
  - Individual TVAAS
  - Certified in content/grade area
  - Attendance minimum (i.e., miss no more than 12 days)
  - Years of experience
  - Advanced degrees
-

---

**TEAM Facilitator**

- \*Master's degree preferred
- \*At least 5 consecutive years of performance at or above level 4 based on TEAM Level of Effectiveness (L.O.E.) score
- \*Maintain a level 4 or 5 rating as measured by formal observations for the duration of serving in the Team Facilitator role
- \*Demonstrate effective collaboration skills
- \*Demonstrate effective oral and written communication skills
- \*Willingness to attend/present professional development in both small and whole group settings
- \*Such alternatives to the above qualifications as the Chief of Academics finds appropriate and acceptable.

**Instructional Support Coach:**

- \*At least 3 consecutive years of performance at or above level 4 based on TEAM Level of Effectiveness (L.O.E.) score
- \*Maintain a level 4 or 5 rating as measured by formal observations for the duration of serving in the instructional Support Coach role
- \*Demonstrate effective collaboration skills
- \*Demonstrate effective oral and written communication skills
- \*Willingness to attend/present professional development in both small and whole group settings
- \*Such alternatives to the above qualifications as the Chief of Academics finds appropriate and acceptable

**PLC Coach**

- \*At least 3 consecutive years of performance at or above level 3 based on TEAM Level of Effectiveness (L.O.E.) score
- \*Maintain a level 4 or 5 rating as measured by formal observations for the duration of serving in the PLC Coach role
- \*Experience in facilitating professional learning communities, developing formative assessments, and using data to improve instruction
- \*Demonstrate effective collaboration skills
- \*Demonstrate effective oral and written communication skills
- \*Willingness to attend/present professional development in both small and whole group settings
- \*Such alternatives to the above qualifications as the Chief of Academics finds appropriate and acceptable.

**Administrator to manage alternative school/school safety** an extra hour per day:

Must be a current administrator at the high school who is willing to work an extra hour a day and provide oversight for the alternative program.

---

**Compensation Type and Size**

District has a total of 4 schools  
 TEAM Facilitator: \$4,000 (1 per school) = \$16,000  
 Instructional Support Coach: \$2,000 (2 per school) = \$16,000  
 PLC Coach: \$2,500 (1 per school) = \$10,000  
 Alt School Admin (1 school) 1 admin - \$57.00 per day x 175

---

---

<b>Reach</b>	23
<b>Estimated Cost</b>	\$65,000

---

**Performance**

N/A

**Alternative Salary Schedule**

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

**Education\***

As represented on our salary schedule, educators are provided increased salary compensation for degrees beyond the Bachelors' level of include Masters, Masters +30/45, Educational Specialist, and Education Doctorate.

**Other**

Teachers who hold or receive the National Board Certification will be awarded a \$3,000 stipend. This compensation will be paid as a bonus/stipend and paid out of 2 times during the school year. Qualifying teachers will receive \$3,000. We have 2 teacher