

## Montgomery County 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>1) Speech Language Pathologist</p> <p>2) Designated CTE Teachers requiring Occupational License are placed at higher experience and education even teacher salary schedules, based on the results of private sector market analysis.</p> <p>3) Tuition, Praxis Reimbursement, Praxis tutoring for CTE teachers and Special Education teachers requiring course work and Praxis.</p> <p>4) \$1,000 annual increase for Math, Science, ELL and Special Education, Vision Specialist, Hearing Impaired, Construction and HVAC CTE teachers</p> <p><b>Priority Areas: K-4 (ESL/ELL, Special Education, Other), 5-8 (Math, Science, ESL/ELL, Special Education, Other), 9-12 (Math, Science, ESL/ELL, Special Education, Other)</b></p>
<b>Eligibility Criteria</b>	<p>Certified in content/grade area</p> <p>Current teachers</p> <p>New hires</p>
<b>Compensation Type and Size</b>	<p><b>Compensation Type:</b> Bonus <b>Bonus Type:</b> Signing/Recruitment Retention</p> <p><b>Compensation Amount:</b> \$1,000 annual for teaching positions</p> <p>Some CTE teachers placed at higher education lane and experience step based on market need ( ex: Health Services, Technology Construction etc.)</p> <p>Speech Language Pathologists placed at higher education level and experience steps on teacher salary schedule</p> <p>Tuition and Praxis reimbursement, Praxis tutoring: \$50,000 annual budget</p>
<b>Reach</b>	650
<b>Estimated Cost</b>	\$1,361,386

Instructional Roles or Responsibilities	
<b>Description</b>	<p>Diversity Mentors</p> <p>Certified Academic Language Therapy Certification ( District Level)</p> <p>Multi Classroom Leader as part of Teacher Resident Program</p> <p>Elem School /Middle School Lead Teachers</p> <p>High School Lead Teachers</p> <p>Related Arts Lead Teachers</p> <p>Consulting Teachers ( 60 days added to teacher calendar)</p> <p>Technology Integration Coaches ( 60 days added to teacher calendar)</p> <p>Lead Counselors ( 60 days added to teacher calendar)</p> <p>Lead Mentor/Site Based Induction Specialist</p> <p>After School Program Directors</p> <p>STEM Coordinator (STEM camps)</p>

Resource Curation K-12  
 Assistant Athletic Director  
 Primary Mentor Teachers for Elem/Middle Teacher Residents - 14  
 Secondary Mentor Teacher for Elem/Middle Teacher Residents - 2  
 CTE Structural Systems Lead Teacher  
 Academy Camp Facilitators  
 Educator Pipeline Facilitator ( Teacher Resident Program)  
 Lipscomb Liaison ( Teacher Resident Program)  
 College Career Readiness Coordinators  
 Summer School teachers  
 Physical Education District Lead  
**Number of Unique Roles:** 5 or more

<b>Eligibility Criteria</b>	<p>Level of overall effectiveness (LOE)          Certified in content/grade area          Years of experience          Multi Classroom Leader has specific Minimum Qualifications to include years of experience and LOE          We look for the following characteristics when selecting teachers who will be site based Induction Specialists: exemplary classroom teachers, adept at planning and delivering explicit instruction, skilled at working with adult learners, capable of providing effective feedback, knowledge of district and school practices.          Links to job descriptions for Multiple Classroom Leaders and Resident Mentor Teachers  <a href="https://employees.cmcass.net/misc/ViewDocs?filename=job_certifiedstaff536.pdf">https://employees.cmcass.net/misc/ViewDocs?filename=job_certifiedstaff536.pdf</a>  <a href="https://employees.cmcass.net/misc/ViewDocs?filename=job_certifiedstaff545.pdf">https://employees.cmcass.net/misc/ViewDocs?filename=job_certifiedstaff545.pdf</a></p>
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<b>Compensation Type and Size</b>	<p>Diversity Mentors (20) x \$1,000          Certified Academic Language Therapy Certification ( District Level) (1) x \$7,500          Certified Academic Language Therapy Certification ( School Level) (1) x \$1,000          Multi Classroom Leader as part of Teacher Resident Program (55) x \$6,500          Elem School/Middle School Lead Teachers (147) x \$600 per teacher          High School Lead Teachers (41) x \$1,000 per teacher          Related Arts Lead Teachers (14) x 30.00 per hour          Teachers on 12 month Schedule 60 days added to teacher calendar ( Consulting, Integration coaches, Pipeline facilitator, Multi-Tiered Reading Coach, STEM Coordinator, Pe-K Coordinator, ) total 46 employees, \$650,010          Lead Counselors ( 60 days added to teacher calendar) (3)          Lead Mentor/Site Based Induction Specialist (95) x 25.00 per new teacher mentored per month          After School Program Directors ( 45) x 3,200          Resource Curation K-12 (30) x \$150.00          Assistant Athletic Director (7) x \$6,200          Primary Mentor Teachers for Elem/Middle Teacher Residents - (14) x \$3,000          Secondary Mentor Teacher for Elem/Middle Teacher Residents - (51) x \$1,000          CTE Structural Systems Lead Teacher (1) \$7,455          Academy Camp Facilitators (5) x \$50.00per hour          Educator Pipeline Facilitator ( Teacher Resident Program) (1) x \$18,000</p>
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Lipscomb Liaison ( Teacher Resident Program) (1) x \$18,000  
 College Career Readiness Coordinators (7) x \$1,000  
 Summer School teachers (116) x \$50.00 per hour ( 24 days @ 7 hours per day)  
 Physical Education District Lead (1) x \$615.00

**Reach** 757

**Estimated Cost** \$2,454,135

#### Performance

N/A

#### Alternative Salary Schedule

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

#### Education\*

Teacher Salary Schedule provides education lanes for Bachelors, Masters, Masters + 30 and Advanced Degrees.

Administrators receive \$5,000 annual stipend for Doctorate and \$2,500 annual stipend for EdS

#### Other

Lead High School Principals- (2) x \$6,000 each

Lead Elementary Principals - 5 extra days added to calendar and placed at higher grade level on salary schedule- (3) \$29,555 total

Student Population Annual Supplement for Principals and Assistant Principals:

High School Principal I 699 or less N/A

High School Principal II 700 - 999 \$1,250.00

High School Principal III 1, 000 + \$2,500.00

High School Assistant Principal I 699 or less N/A

High School Assistant Principal II 700 - 999 \$625.00

High School Assistant Principal III 1,000 + \$1,350.00

Middle School Principal I 599 or less N/A

Middle School Principal II 600 - 1,099 \$1,250.00

Middle School Principal III 1,100 + \$2,500.00

Middle School Assistant Principal I 599 or less N/A

Middle School Assistant Principal II 600 - 1, 099 \$625.00

Middle School Assistant Principal III 1,100 + \$1,350.00

Elementary School Principal I Less 399 N/A

Elementary School Principal II 400 - 899 \$1,250.00

Elementary School Principal III 900 + \$2,500.00

Elementary Assistant Principal N/A N/A