



**2023-24 Differentiated Pay Plan Submission**

**District Name** BARTLETT--794

**Hard-to-Staff Schools, Subjects, and/or Grades**

**Hard-to-Staff Priority Areas** K-5 = ESL/ELL, Special Education  
6-8 = Math, Science, Reading/ELA, ESL/ELL, Fine Arts, Special Education  
9-12 = Math, Science, Reading/ELA, ESL/ELL, Fine Arts, Special Education

**Describe any additional hard-to-staff areas that were not listed above.** n/a

**Describe the eligibility criteria for Hard-to-Staff component:** Certified in content/grade area  
Attendance minimum (i.e., miss no more than 12 days)

**Provide any additional details about eligibility criteria for Hard-to-Staff:** Teachers and other certificated positions that are hard-to-staff positions such as Math, Science, Special Education, SLPs, Foreign Language or any other teaching vacancy deemed a difficult to staff area or have a high programmatic impact as determined by the superintendent, will be placed on the current BCS Teacher salary schedule and given a signing bonus (not to exceed \$2,000). This strategy will not only assist in securing teachers and other certificated staff in hard-to-staff areas and will also assist BCS in recruiting for these positons. Our data reflecting current hiring trends and applicant pools deem that elementary, fine arts, and social studies teachers are readily available. The hiring trends and limited applicant pool for educators with endorsement in middle and high school subjects including but not limited to science, math, special education, library-media specialist, foreign language, ESL, and SLPs make these areas high need.

**Who is eligible for your Hard-to-Staff component?** Current teachers  
New hires

**What types of Hard-to-Staff bonuses are available?** Retention

**What is the amount of the compensation per Hard-to-Staff role?** \$2,000

Estimate the number of teachers who will receive Hard-to-Staff compensation in 2023-24:

10

---

Estimate the total district cost of the Hard-to-Staff component:

\$100,000.00

---

## Instructional Roles and Responsibilities

---

How many unique instructional roles will be implemented for the 2023-24 school year?

4

---

### Description of Instructional Roles and Responsibilities

Learning Coaches are full time classroom teachers. These teacher leaders are compensated for time worked outside of their contracted time with stipends. These educators coach the most effective teachers in the building, teachers new to the district, and any teacher assigned by the school or district. Instructional Coaches facilitate peer-to-peer informal observations with feedback focusing on the TEAM rubric. Selected teachers must demonstrate strong leadership skills, have 3 or more years of effective teaching experience, be respected by peers and administrators, and have an LOE 4/5.

Flex Professional Learning Leaders are full time classroom teachers. These educators have already satisfied the base district requirement for 24 hours of Flex Credit and are facilitating additional learning for the district's educators. These teachers must have met their baseline Flex Day requirements of 24 hours and have a skill/knowledge that needs to be shared with other educators in the district.

Lead Instructional Coaches is a full time classroom teacher with stipend to serve the high, middle, and elementary schools to facilitate the PLC process, assessment support including ACT, and facilitate RTI Implementation. Selected teachers must demonstrate strong leadership skills, have 3 or more years of effective teaching experience, are respected by peers and administrators, Master's Degree is preferred with current ILLB and have a level 4 or 5 rating as measured by Overall TEAM observation scores.

Instructional Facilitator is a full release teacher at a Title 1 school who oversees the Title 1 budget, parent trainings, and focuses on instructional programming to facilitate student growth. Selected teacher must demonstrate strong leadership skills, have 3 or more years of effective teaching experience, are respected by peers and administrators, Master's Degree is preferred with current ILLB and have a level 4 or 5 rating as measured by Overall TEAM observation scores. Selected teachers should also have extensive use of the School Improvement Plan and the budgeting process.

---

<b>Describe the eligibility criteria for the Instructional Roles and Responsibilities component:</b>	Level of overall effectiveness (LOE) Individual TVAAS Certified in content/grade area Years of experience
--	--

<b>Provide any additional details about eligibility criteria for the Instructional Roles and Responsibilities component:</b>	n/a
--	-----

<b>What is the amount of the compensation per instructional role?</b>	Learning Coaches: Selected teachers will receive a \$2,500 stipend based on completion of 75 documented teacher support hours. Flex Learning Leaders: Selected teachers will receive an hourly rate of \$30.71- \$33.47 per hour. Lead Instructional Coaches: Teacher Salary plus a \$6,000 stipend. Instructional Facilitators: Teacher Salary plus a \$6,000 stipend.
---	--

<b>Estimate the number of teachers that will receive compensation for instructional roles in 2023-24:</b>	50
---	----

<b>Estimate total district cost of the Instructional Roles and Responsibilities component:</b>	\$200,000.00
--	--------------

<b>Estimate the percentage of total salary expenditures that the Instructional Roles and Responsibilities component represents:</b>	1.00
---	------

## Performance

<b>Is your district implementing a performance based bonus for the 2023-24 school year?</b>	No
---	----

## Alternative Salary Schedule

<b>Is your district implementing an alternative salary schedule?</b>	No
--	----

## 2023-24 Salary Schedule

<b>Describe how educators are compensated for earning advanced degrees in your district:</b>	BCS compensation for Advanced Degrees is done through a step and lane salary schedule(Bachelors, Masters, +45, EDS, EDD).
--	---