

# 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)	
<b>Description</b>	Reading/Language Arts <b>Priority Areas: K-4 (Reading/ELA)</b>
<b>Eligibility Criteria</b>	Certified in content/grade area Years of experience Current teachers New hires
<b>Compensation Type and Size</b>	<b>Compensation Type:</b> Base Pay Increase <b>Bonus Type:</b> <b>Compensation Amount:</b> \$3,450
<b>Reach</b>	1
<b>Estimated Cost</b>	\$3,450

Instructional Roles or Responsibilities	
<b>Description</b>	We will have three instructional coaches (ELA, Math and Technology) who serve our entire district. <b>Number of Unique Roles: 1</b>
<b>Eligibility Criteria</b>	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.
<b>Compensation Type and Size</b>	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.
<b>Reach</b>	3
<b>Estimated Cost</b>	\$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.