



2023-24 Differentiated Pay Plan Submission

District Name CUMBERLAND COUNTY--180

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

Hard-to-Staff Priority Areas K-5 = Other (explain below)
6-8 = Other (explain below)
9-12 = Other (explain below)

Describe any additional hard-to-staff areas that were not listed above. School Counselor K-12

Describe the eligibility criteria for Hard-to-Staff component: Certified in content/grade area

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

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

What is the amount of the compensation per Hard-to-Staff role? \$1,000

Estimate the number of teachers who will receive Hard-to-Staff compensation in 2023-24: 3

Estimate the total district cost of the Hard-to-Staff component: \$3,000.00

Estimate the percentage of total salary expenditures that the Hard-to-Staff component represents: 2.00

## Instructional Roles and Responsibilities

---

Is your district implementing instructional roles and/or responsibilities for the 2023-24 school year?

Yes

---

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

5 or more

---

### Description of Instructional Roles and Responsibilities

Lead Teachers (148) In an on going capacity, these effective teachers (Level 3, 4, or 5) are selected by individual school principals to serve as leaders who may be assigned to:

- participate and redeliver state training regarding standards, best practices and assessments, both formative and summative
- lead PLC sessions among colleagues in the same grade and/or content area
- serve in leadership roles regarding curriculum, pacing, assessment, instructional strategies and resources, and behavior management"

Lead Teachers will be paid \$400 for their additional roles, for a districtwide total of \$59,200.

Textbook Leaders(26): These school-level leaders will serve to train their school colleagues in the math textbook adoption process which will include standards alignment, resource appropriation, and effective instruction. A stipend of \$400 will be allocated for this role, for a total of \$10,400."

School Improvement Plan Chairman (12)":School Improvement Plan Chairman (12): These individuals are charged with the data input and narrative responses in ePlan for their school's annual improvement plan. A stipend of \$400 will be allocated for these roles, for a total of \$4.800 districtwide.

School wide Positive Behavior Support Chairman (24): This person serves as the coordinator of the positive behavior support program and is charged with the design, implementation, communication, and record keeping of this essential system. A stipend of \$400 will be allocated for these roles, (\$800 per school) for a total of \$9,600 districtwide.

School level IT Leads (24) These individuals are tasked to provide technological support to the instructional programs at their home school. A stipend of \$400 will be allocated for these roles for a total of \$9,600.

On my way 2 K facilitators (9): These individuals provide two one-hour sessions for pre-K parents to assist them in preparing their children for kindergarten. A stipend of \$400 will be allocated for these roles for a total of \$3,600.

---

**Describe the eligibility criteria for the Instructional Roles and Responsibilities component:** Level of overall effectiveness (LOE)

---

**Provide any additional details about eligibility criteria for the Instructional Roles and Responsibilities component:** All Instructional leaders must be a level 3, 4, or 5 teacher and be selected by their school principal to serve as a leader.

---

**What is the amount of the compensation per instructional role?**

- Lead Teacher \$400/ \$59,200
- Textbook Leader \$400/\$10,400
- School Improvement Char \$400/\$4,800
- School Wide Positive Behavior Support Chair \$400/\$9,600
- School Level IT Lead \$400/\$9,600
- On My Way to K \$400/\$3,600

---

**Estimate the number of teachers that will receive compensation for instructional roles in 2023-24:** 243

---

**Estimate total district cost of the Instructional Roles and Responsibilities component:** \$97,200.00

---

**Estimate the percentage of total salary expenditures that the Instructional Roles and Responsibilities component represents:** 2.00

---

## Performance

---

Is your district implementing a performance based bonus for the 2023-24 school year?

No

---

## Alternative Salary Schedule

---

Is your district implementing an alternative salary schedule?

No

---

## 2023-24 Salary Schedule

---

Describe how educators are compensated for earning advanced degrees in your district:

They move to a different column on the pay scale. We recognize MA, EDS, Ed.D, Ph.D ,MA +10, MA+20, MA+30

---