



2023-24 Differentiated Pay Plan Submission

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

Is your district implementing a Hard-to-Staff component for the 2023-24 school year?	Yes
Hard-to-Staff Priority Areas	<p>K-5 = Math, Science, Reading/ELA, School Psychology, Fine Arts, Special Education, Other (explain below)</p> <p>6-8 = Math, Science, Reading/ELA, School Psychology, Fine Arts, Special Education, Other (explain below)</p> <p>9-12 = Math, Science, Reading/ELA, School Psychology, Fine Arts, Special Education, Other (explain below)</p>
Describe any additional hard-to-staff areas that were not listed above.	<p>Content Coordinator Positions that can support and lead teachers to a better understanding of their standards.</p> <p>Instructional coaches that can redeliver pedagogy PD.</p>
Describe the eligibility criteria for Hard-to-Staff component:	<p>Certified in content/grade area</p> <p>Attendance minimum (i.e., miss no more than 12 days)</p> <p>Years of experience</p> <p>Advanced degrees</p>
Provide any additional details about eligibility criteria for Hard-to-Staff:	Positions that are essential to the district attaining our goals for improving student achievement.
Who is eligible for your Hard-to-Staff component?	<p>Current teachers</p> <p>New hires</p>
What types of Hard-to-Staff bonuses are available?	<p>Signing/Recruitment</p> <p>Retention</p>
What is the amount of the compensation per Hard-to-Staff role?	Up to \$2000
Estimate the number of teachers who will receive Hard-to-Staff compensation in 2023-24:	45
Estimate the total district cost of the Hard-to-Staff component:	25000.00
Estimate the percentage of total salary expenditures that the Hard-to-Staff component represents:	10.00

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

Content Coordinators
Instructional Coaches

Describe the eligibility criteria for the Instructional Roles and Responsibilities component:

Certified in content/grade area
Years of experience
Advanced degrees

Provide any additional details about eligibility criteria for the Instructional Roles and Responsibilities component:

Have the ability to teach and support teachers with pedagogy and content-specific standards.

What is the amount of the compensation per instructional role?

Up to \$2000

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

10

Estimate total district cost of the Instructional Roles and Responsibilities component:

40000.00

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

10.00

Performance

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

Yes

Which teachers are eligible for the Performance Bonus component?

Tested teachers

Which performance criteria are required to receive this bonus component?

Level of overall effectiveness (LOE)
Individual TVAAS, portfolio growth score or alternative growth score - universal reading screener

Provide any additional details about the performance criteria:

Level 4 or 5

What is the amount of compensation per performance criteria? 500

Estimate the number of teachers that will receive performance bonuses in 2023-24: 30

Estimate the total district cost of the Performance Bonus component: 15000.00

Estimate the percentage of total salary expenditures that the Performance Bonus component requires: 10.00

2023-24 Salary Schedule

Describe how educators are compensated for earning advanced degrees in your district: Embedded in the salary pay matrices.
