

## Union County Schools

### 2019-20 Differentiated Pay Plan

Hard-to-Staff	<input type="checkbox"/>
Instructional Roles	<input checked="" type="checkbox"/>
Performance	<input type="checkbox"/>
Alternative Salary Schedule	<input checked="" type="checkbox"/>

#### Hard to Staff (School, Subject, or Placement)

N/A

#### Instructional Roles or Responsibilities

##### Description

- Teacher Ambassadors:
  - Attend Summer TEAM meetings
  - Attend monthly district Teacher Ambassador meetings collaborating with district coaches and leaders
  - Participate in the creation of school and/or district Professional Learning Community (PLC) meetings
  - Participate in professional learning with other teacher ambassadors
  - Design and facilitate district-wide and school-based PD during the school year as directed by the PD coordinator
  - \*Participate in a minimum of 20 hours of peer observations within the instructional day. Teacher ambassadors will provide specific, actionable feedback focused on tier one instruction, provide resources and research-based strategies for tier one instruction, analyze tier one data to determine teacher/student needs, support teachers' implementation of instructional technology in 1:1 classroom, if applicable, support new teacher in their first three years of teaching
- Teacher Leaders (high school only):
  - Participate in the creation of school and/or district Professional Learning Community (PLC) meetings
  - Design and facilitate district-wide and school-based PD during the school year as directed by the PD coordinator
  - Participate in peer observation when needed.
  - Monthly meetings with teachers in your content area to review best instructional practices

#### Number of Unique Roles: 2

##### Eligibility Criteria

- Level of overall effectiveness (LOE); Individual TVAAS; Certified in content/grade area; Attendance minimum (i.e., miss no more than 12 days); Years of experience
- Teacher ambassadors and teacher leaders must be able to work effectively with teachers, principals, district coaches and district leaders.
  - TAs should possess strong relationship, leadership, and instructional skills.
  - Value professional learning communities
  - Ability to be self motivated and directed
  - Maintain confidentiality always
  - Have positive attitude about teaching, learning, and helping others

<b>Compensation Type and Size</b>	Teacher Ambassador (14) X \$3,000 Lead Teachers (11) X \$2,000 Tutors (35) X \$1,000
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<b>Reach</b>	60
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<b>Estimated Cost</b>	\$100,000
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### Performance

N/A

### Alternative Salary Schedule

**Is the district implementing an alternative salary schedule?** Yes

**Type:** Advanced degree payments determined using district specific criteria (i.e., district does not award increases for any and all advanced degrees)

**Criteria:** They are compensated if they are teaching only in the area of the advanced degree.  
MA, EdS, Ed.D, Ph.D

### Education\*

Teachers are compensated if they are teaching only in the area of the advanced degree.  
MA, EdS, Ed.D, Ph.D

### Other

- Additional compensation for school leaders:
- School-wide TVAAS of 5 X \$1,000
  - School-wide TVAAS of 4 X \$750
  - School-wide TVAAS of 3 X \$500

*\*Education is not a differentiated pay element and does not count toward the mandated criteria.*