

Pickett 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 type="checkbox"/>

Hard to Staff (School, Subject, or Placement)	
N/A	
Instructional Roles or Responsibilities	
Description	Math coach at Pickett County K-8 will be implemented during the 2019-20 SY at Pickett County K-8. Instructional role as a math coach will facilitate professional development and review best instructional practices in the classroom. The teacher may also work as a team teacher with teachers that may need extra guidance on specific skills. Number of Unique Roles: 1
Eligibility Criteria	Level of overall effectiveness (LOE); Years of experience
Compensation Type and Size	Annual state salary (This is a full-time role.)
Reach	1
Estimated Cost	\$36,000+ (Dependent on years of experience and education)
Performance	
N/A	
Alternative Salary Schedule	
Is the district implementing an alternative salary schedule? No	
Education*	
Educators are compensated for earning advanced degrees (MA, MA+, EDS) by use of the salary schedule if the advanced degree is being used in their placement.	
Other	
N/A	

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