

Cumberland County Schools 2019-20 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)	
Description	<p>A total of \$8,000 will be reserved in an effort to attract, hire, and retain high quality candidates to hard to staff positions. This amount reflects \$6,000 for new hard to staff positions, plus \$2,000 for year 2 hard to staff personnel. The successful candidate would be eligible for a total of \$3,000 over a three-year period. An initial stipend (Year 1) of \$1,000 will be allocated for up to six identified and verified hard to staff positions for 2019-2020. If the teacher remains in that position for 2 additional years and maintains a Level of Effectiveness of at least a 3 for each of those years, then that teacher will receive an additional \$1,000 for year 2 and year 3.</p> <p>Procedure: The Human Resource Supervisor, in a coordinated effort with the department supervisor and the principal of the school housing the hard to staff position, will authorize the initial stipend prior to the position posting. The steps to identify a "hard to staff position" will be:</p> <ol style="list-style-type: none"> 1. The HR Supervisor will review district historical data on positions and our ability to fill them with qualified candidates. Certified and qualified internal candidates who wish to apply for a hard to staff position in another building, other than their current assignment, would qualify for the hard to staff stipend. 2. Academic initiatives and targets will be reviewed to analyze the need for such a position. 3. The HR Supervisor along with the Director of Schools and pertinent administrative staff will identify umbrellas of traditionally hard to fill positions (ex. 7th-12th grade math, special education, 7th-12 grade science, and mid-year vacancies). These umbrellas will serve as the initial areas of focus for the school year. 4. The HR Supervisor, the department supervisor and the principal of the vacancy will discuss the use of a stipend for the position, and the HR Supervisor will authorize the stipend. 5. The initial stipend will be paid out once the Recommendation to Hire form is complete and authorized for the first payroll for the teacher. 6. Stipends for Year 2 and Year 3 will be paid in December. If the teacher leaves the "hard to staff position" during the school year, the stipend for that year will be prorated accordingly based on actual time worked, and final pay will be adjusted. <p>Priority Areas: K-4 (Special Education), 9-12 (Math, Chemistry)</p>
Eligibility Criteria	<p>Level of overall effectiveness (LOE); Certified in content/grade area</p> <p>Current teachers and new hires are eligible.</p>

Compensation Type and Size	Compensation Type: Bonus Bonus Type: Signing/Recruitment/Retention Compensation Amount: 6 (signing bonuses) x \$1,000 = \$6,000 2 (retention bonuses x \$1,000 = \$2,000
Reach	8
Estimated Cost	\$8,000

Instructional Roles or Responsibilities

- | | |
|--------------------|---|
| Description | <ul style="list-style-type: none"> • Lead Teachers (Total 175): In an ongoing capacity, these effective teachers (Level 3, 4, or 5) are selected by individual school principals to serve as leaders who may be assigned to: <ul style="list-style-type: none"> ○ 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 |
|--------------------|---|

Schools are allotted the following slots based on enrollment:

1.	Brown	14
2.	Crab Orchard	11
3.	Homestead	18
4.	Martin	17
5.	North	16
6.	Pine View	4
7.	Pleasant Hill	14
8.	South	15
9.	Stone	18
10.	CCHS	22
11.	SMHS	23
12.	Phoenix	3

Lead teachers will be paid \$400 for their additional roles, for a districtwide total of \$70,000.

- **Reading Textbook Leaders (34):** These school-level leaders will serve to train their school colleagues in the reading 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 \$13,600.
- **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 (SWPBS) Chairman (Total 12):** 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, for a total of \$4,800 districtwide.

- **District Professional Development Presenters (Total 20):** These presenters are selected based on the needs of the attending teachers, the proposals submitted by potential presenters, and the knowledge, expertise and effectiveness demonstrated by the potential presenters. These single session presenters will be paid \$400, for a total of \$8,000.
- **Portfolio Peer Reviewers (Total 6-8):** Portfolio Peer Reviewers are those teachers designated in PreK, kindergarten, and first grades who are assigned to participate in the Portfolio scoring process on behalf of Cumberland County. The teachers selected must have the following qualifications:
 - Three years teaching experience in the grade level or subject area
 - Rich understanding of standards
 - Familiarity with scoring student work
 - Comfort with using technology
 - Participation in virtual training and a satisfactory score on the online certification test

These single session presenters will be paid \$500. However, this money is reimbursed from the state, and is therefore, not included in the additional strategic compensation package.

Number of Unique Roles: 5 or more	
Eligibility Criteria	Level of overall effectiveness (LOE)
Compensation Type and Size	Each role is to be paid \$400, with the exception of the portfolio peer reviewers.
Reach	253
Estimated Cost	\$101,200
Performance	
N/A	
Alternative Salary Schedule	
<i>Is the district implementing an alternative salary schedule?</i> No	
Education*	
The district compensates for the following advanced degrees: MA, Ed.S, and Doctorate. We have a total of four lanes for professional salaries based upon degrees.	
Other	
N/A	

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