

Fayetteville City Schools

2020-21 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	Hard to staff components would be considered positions that have less than five applicants. In addition, it would be courses that potentially have an End of Course Exam, and be in a content area that is a graduation requirement for students. Hard to staff will be determined annually. The award will also be based upon LOE. Priority Areas: 9-12 (Math)
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 There must be no more than 5 qualified applicants for the open position. Employee must be employed with the district at the time of payout. Teachers and new hires may or may not continue to receive the hard to staff payout during their tenure. A teacher must have a LOE of 3 or higher and a observation score of 4 or higher. Current teachers and new hires are eligible.
Compensation Type and Size	Compensation Type: Base Pay Increase Compensation Amount: 9-12 Math instructor- LOE of 5= \$4000 9-12 Math Instructor- LOE of 4= \$3000 9-12 Math Instructor- LOE of 3= \$2000
Reach	1
Estimated Cost	\$4,000

Instructional Roles or Responsibilities	
Description	Mentor- Works with first year and low performing teachers to support content knowledge, instructional strategy, classroom management, and culture support Math Content Literacy Lead Special Education Teacher Mentor Number of Unique Roles: 3
Eligibility Criteria	Level of overall effectiveness (LOE); Individual TVAAS; Certified in content/grade area Team including school administration, and Central Office Supervisor(s) will make decisions on chosen individuals.
Compensation Type and Size	Mentor- 9 x \$500= \$4500 Math Content Literacy Lead- 1X \$2000= \$2000 Sped. Teacher Mentor- 1X \$2000 = \$2000
Reach	11
Estimated Cost	\$8,500

Performance	
N/A	

Alternative Salary Schedule

Is the district implementing an alternative salary schedule? No

Education*

The district salary schedule includes lanes for BA, MA, MA+30, EDS, and DOC.

Other

N/A

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