

## Clinton City School District 2020-21 Differentiated Pay Plan

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

Hard to Staff (School, Subject, or Placement)	
<b>Description</b>	Our most difficult position to fund is an ESL teacher due to the small number of students eligible for these services across our district. <b>Priority Areas: K-4 (ESL), 5-8 (ESL)</b>
<b>Eligibility Criteria</b>	Certified in content/grade area Current teachers and new hires are eligible.
<b>Compensation Type and Size</b>	<b>Compensation Type:</b> Base Pay Increase <b>Compensation Amount:</b> \$2,000.00
<b>Reach</b>	1
<b>Estimated Cost</b>	\$2,000
Instructional Roles or Responsibilities	
N/A	
Performance	
N/A	
Alternative Salary Schedule	
<b><i>Is the district implementing an alternative salary schedule?</i></b> No	
Education*	
Our salary schedules include B.S., M.S., EdS/EdD/Ph.D levels. upon proof of completion being submitted, we adjust the salary to the appropriate "lane" of our overall scale.	
Other	
The district will compensate educators for National Board Certification with proof of certification on file and \$1,000.00 additional compensation.	

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