

Cumberland County 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	World Language Priority Areas: 9-12 (Other)
Eligibility Criteria	Level of overall effectiveness (LOE); Certified in content/grade area Teachers are required to remain in the position for 3 years to receive the full \$3000 stipend. Current teachers and new hires are eligible.
Compensation Type and Size	Compensation Type: Bonus Bonus Type: Signing/Recruitment/Retention Compensation Amount: \$3000 over three years.
Reach	3
Estimated Cost	\$3,000

Instructional Roles or Responsibilities	
Description	<p>Additional Roles: A total of \$96,800 is set aside to differentiate pay according to assigned roles. Cumberland County will pay:</p> <ul style="list-style-type: none"> Lead Teachers (157): 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: <ul style="list-style-type: none"> Brown 12 Crab Orchard 10 Homestead 16 Martin 16 North 14 Pine View 4 Pleasant Hill 13 South 13 Stone 16 CCHS 20 SMHS 20 Phoenix 3 Lead teachers will be paid \$400 for their additional roles, for a district-wide total of \$62,800.

- Reading Textbook Leaders (32): 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 \$12,800.
- 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 (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 (17): 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 \$6,800.
- School-level IT Lead (12): These individuals are tasked to provide technological support to the instructional programs at their home school. A stipend of \$400 will be allocated for these roles for a total of \$4,800.

Number of Unique Roles: 5 or more

Eligibility Criteria	Level of overall effectiveness (LOE); Certified in content/grade area Principals are instructed to distribute the roles among their staff in a way that maximizes shared responsibilities appropriately.
Compensation Type and Size	\$400 per role
Reach	248
Estimated Cost	\$96,800

Performance

N/A

Alternative Salary Schedule

Is the district implementing an alternative salary schedule? No

Education*

The salary schedule rewards advanced degrees (masters, EDS, DOC).

Other

N/A

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