

Jefferson County Schools

2020-21 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

Instructional Coaches: These coaches will support teachers and plan PD opportunities and intervention strategies to support classroom teachers in direct instruction and improvement strategies aligned to teacher evaluation.

Content Specialists: These specialist supervise instructional coaches and provide PD for teachers and help to procure instructional resources to implement State content standards.

Teacher Mentor/Evaluators: These 3 employees support the evaluation process and support teachers in the implementation of best practices related to areas of refinement to improve instruction.

Teacher Mentors: These roles are annually assigned to support new employees for 1-2 years to assist in acclimation to our district and the teaching profession. A minimum of 30 hours must be logged annually

Number of Unique Roles: 4

Eligibility Criteria

Level of overall effectiveness (LOE); Individual TVAAS; Certified in content/grade area; Years of experience
Typically these roles are for employees that stand out among the profession and have demonstrated that with excellent instruction.

Compensation Type and Size

Instructional Coaches: \$2,448 annually
Content Specialists: \$5,100 annually
Teacher Mentors: \$500 (\$300 for year one, \$200 for year two)

Reach

60

Estimated Cost

\$99,093.62

Performance

N/A

Alternative Salary Schedule

Is the district implementing an alternative salary schedule? Yes

Education*

Three categories of degrees are listed on the salary schedule: Bachelor, Master, and Advanced. There are \$4,000 dollars between each of these degree categories. Advanced would be EDS or doctoral degrees.

N/A

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