

Bristol City Schools

2021-22 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	Academic coaches will still be classroom teachers, but they will also be responsible for: Serving on the district Curriculum team; Act as liaison between curriculum team and school staff to share information; Review district curriculum maps and make recommendations for improvements; Develop a common unit plan to be used district wide at all schools; Support teachers in locating and vetting high quality resources and materials and create OER content; • Assist in development of district formative assessments; Analyze school data to inform instructional decisions; Support principal in organization school based PD focused on technology integration and personalized learning; Support new teachers and their mentors Number of Unique Roles: 1
Eligibility Criteria	Level of overall effectiveness (LOE); Individual TVAAS; Certified in content/grade area; Years of experience Teachers are required to apply and be selected by the school principals and academic supervisors. Teachers must be rated as highly effective and have made significant contributions to their school and district. Each school will identify 1 teacher per grade band and content area as an academic coach.
Compensation Type and Size	\$2,000 stipend per year
Reach	35
Estimated Cost	\$70,000
Performance	
N/A	
Alternative Salary Schedule	
Is the district implementing an alternative salary schedule? No	
Education*	
The district has a traditional lane system for teacher compensation, which provides teachers with different annual salaries for bachelors, masters, masters + 30, Ed S, and Ed D.	
Other	
N/A	

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