

## CAMPBELL COUNTY

### 2022-23 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	
<b>Description</b>	<p>Full-Time Academic Coach (8) and 120 Day Academic Coach (3) - The district will offer bonus pay (stipend) for academic coaches who participate in training with the Ayers Institute and model research-based best practices in Tier I instruction on foundational literacy and math skills and integration of skills across the curriculum.</p> <p>Data Analyst (1) - The district will offer bonus pay for a data manager to guide teachers in analyzing data to set goals and guide instruction.</p> <p><b>Number of Unique Roles:</b> 5 or more</p>
<b>Eligibility Criteria</b>	<p>Certified in content/grade area</p> <p>Years of experience</p> <p>Advanced degrees</p>
<b>Compensation Type and Size</b>	<p>Full-Time Academic Coach (8) x \$2,500.00</p> <p>120 Day Academic Coach (3) x \$1,500.00</p> <p>Data Analyst (1) x \$2,500.00</p>
<b>Reach</b>	12
<b>Estimated Cost</b>	\$27,000
Performance	
N/A	
Alternative Salary Schedule	
<p><b>Is the district implementing an alternative salary schedule?</b> No</p> <p>Step raises are awarded by years experience and degree advances (MA, MA+45, EDS, ED.D) topping out at 20 years.</p>	
Other	