



Department of  
**Education**

## 2023-24 Differentiated Pay Plan Submission

District Name	WASHINGTON COUNTY--900
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### Hard-to-Staff Schools, Subjects, and/or Grades

Is your district implementing a Hard-to-Staff component for the 2023-24 school year?	Yes
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Hard-to-Staff Priority Areas	K-5 = Special Education 6-8 = Special Education 9-12 = Math, Special Education
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Describe any additional hard-to-staff areas that were not listed above.	Recruitment pay for grades 9-12 high school mathematics teachers. Retention/recruitment pay for Comprehensive Development Classroom (CDC) teachers.
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Describe the eligibility criteria for Hard-to-Staff component:	Certified in content/grade area
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Provide any additional details about eligibility criteria for Hard-to-Staff:	The teacher must complete the entire school year to qualify.
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Who is eligible for your Hard-to-Staff component?	Current teachers New hires
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What types of Hard-to-Staff bonuses are available?	Signing/Recruitment Retention
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What is the amount of the compensation per Hard-to-Staff role?	\$5,000
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Estimate the number of teachers who will receive Hard-to-Staff compensation in 2023-24:	19
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Estimate the total district cost of the Hard-to-Staff component:	\$95,000.00
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## Instructional Roles and Responsibilities

<b>Is your district implementing instructional roles and/or responsibilities for the 2023-24 school year?</b>	Yes
<b>How many unique instructional roles will be implemented for the 2023-24 school year?</b>	5 or more
<b>Description of Instructional Roles and Responsibilities</b>	(1) Two Student Technology Support Specialists to support and train teachers with instructional technology (2) Four Instructional Coaches to support and train teachers (3) One position as coordinator of RTI programs working with teachers (4) One support position as a teacher-leader in RTI programs working with teachers (5) Forty mentor teachers to support novice teachers and Grow Your Own staff
<b>Describe the eligibility criteria for the Instructional Roles and Responsibilities component:</b>	Level of overall effectiveness (LOE) Certified in content/grade area Years of experience
<b>Provide any additional details about eligibility criteria for the Instructional Roles and Responsibilities component:</b>	Individuals are selected with the intent to develop and increase leadership capacity withing the LEA instructional staff. Eligibility criteria will be Level of Overall Effectiveness (LOE) and certified in content/grade area.
<b>What is the amount of the compensation per instructional role?</b>	Compensation for roles 1 and 2 are based on degree, experience and time on task. Compensation for roles 3, 4 and 5 are based on time on task and performance in teacher support. (1) Two Student Technology Support Specialists (2) * \$67,529.50 (2) Four Instructional Coaches (4) * \$75,683.85 (3) One position as coordinator of RTI programs (1) * \$6,600 (4) One support position as a teacher-leader in RTI programs working with teachers (1) * \$1,650 (5) Forty mentor teachers to support novice teachers and Grow Your Own staff (40) * \$330.00
<b>Estimate the number of teachers that will receive compensation for instructional roles in 2023-24:</b>	48
<b>Estimate total district cost of the Instructional Roles and Responsibilities component:</b>	\$459,244.40

**Performance**

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Is your district implementing a performance based bonus for the 2023-24 school year?	No
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**Alternative Salary Schedule**

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Is your district implementing an alternative salary schedule?	No
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**2023-24 Salary Schedule**

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Describe how educators are compensated for earning advanced degrees in your district:	Pay increases are awarded for MA, MA+30, EdS, MA+50, MA+60 and EdD degrees.
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