

Union County Schools

2018-19 Differentiated Pay Plan

Hard-to-Staff	<input checked="" type="checkbox"/>
Instructional Roles	<input checked="" type="checkbox"/>
Performance	<input type="checkbox"/>
Alternative Salary Schedule	<input checked="" type="checkbox"/>

Hard to Staff (School, Subject, or Placement)	
Description	Pay existing teachers for teaching extra class due to shortage of qualified teachers. Priority Areas: K-4 (Math)
Eligibility Criteria	Certified in content/grade area Current teachers
Compensation Type and Size	Compensation Type: Bonus Bonus Type: Retention Compensation Amount: \$10,000
Reach	3
Estimated Cost	\$30,000
Instructional Roles or Responsibilities	
Description	K-2 Grade Level District-wide Curriculum Coaches 3-5 Grade Level District-wide Science/Social Studies Curriculum and Technology Coach 6-8 Grade Science Department Curriculum and Technology Coach 6-8 Grade Social Studies Department Curriculum and Technology Coach 9-12 ELA Department Curriculum and Technology Coach 9-12 Science Department Curriculum and Technology Coach 9-12 Social Studies Department Curriculum and Technology Coach School Level Digital Learning Support Coach School Level PLC Leader School Level Data Leader School-based Flex Positions (as determined by the need at each school)— for 2018-19, the flex positions are mentors for new teachers and Attendance/Chronic Absenteeism Lead Teacher Number of Unique Roles: 5 or more
Eligibility Criteria	Level of Overall Effectiveness (LOE), Certified in content/grade area Leadership qualities determined by building level principals.
Compensation Type and Size	\$22.00 per hour
Reach	66
Estimated Cost	\$120,000
Performance	
N/A	
Alternative Salary Schedule	
<i>Is the district implementing an alternative salary schedule?</i> Yes	
Advanced degree payments determined using district specific criteria (i.e., district does not award increases for any and all advanced degrees)	

Education*

Teachers are compensated only for advanced degrees earned in the area in which they teach. Degrees include BA, MA, MA+, EdS, and PhD.

Other

Principals receive the following yearly bonus for performance as determined by LOE:

\$300.00 for level 3

\$750.00 for level 4

\$1,000 for level 5

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