

Cumberland 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 type="checkbox"/>

Hard to Staff (School, Subject, or Placement)	
Description	<p>A total of \$6,000 will be reserved in an effort to attract, hire, and retain high quality candidates to hard to staff positions. The successful candidate would be eligible for a total of \$3,000 over a three-year period. An initial stipend (Year 1) of \$1,000 will be allocated for up to six identified and verified hard to staff positions for 2018-2019. If the teacher remains in that position for 2 additional years and maintains a Level of Effectiveness of at least a 3 for each of those years, then that teacher will receive an additional \$1,000 for year 2 and year 3.</p> <p>Priority Areas: 9-12 (Science, Other)</p>
Eligibility Criteria	<p>Certified in content/grade area</p> <p>The Human Resource Supervisor, in a coordinated effort with the department supervisor and the principal of the school housing the hard to staff position, will authorize the initial stipend prior to the position posting. The steps to identify a "hard to staff position" will be:</p> <ol style="list-style-type: none"> 1. The HR Supervisor will review district historical data on positions and our ability to fill them with qualified candidates. Certified and qualified internal candidates who wish to apply for a hard to staff position in another building, other than their current assignment, would qualify for the hard to staff stipend. 2. Academic initiatives and targets will be reviewed to analyze the need for such a position. 3. The HR Supervisor along with the Director of Schools and pertinent administrative staff will identify umbrellas of traditionally hard to fill positions (ex. 7th-12th grade math, special education, 7th-12 grade science, and mid-year vacancies). These umbrellas will serve as the initial areas of focus for the school year. 4. The HR Supervisor, the department supervisor and the principal of the vacancy will discuss the use of a stipend for the position, and the HR Supervisor will authorize the stipend. 5. The initial stipend will be paid out once the Recommendation to Hire form is complete and authorized for the first payroll for the teacher. 6. Stipends for Year 2 and Year 3 will be paid in December. If the teacher leaves the "hard to staff position" during the school year, the stipend for that year will be prorated accordingly based on actual time worked, and final pay will be adjusted. <p>Current teachers & New hires</p>
Compensation Type and Size	<p>Compensation Type: Bonus Bonus Type: Signing/Recruitment Retention</p> <p>Compensation Amount: 6 (positions) x \$1,000 = \$6,000 for 2018-2019</p>

Reach	6
Estimated Cost	\$6,000
Instructional Roles or Responsibilities	
Description	<p>a. Lead Teachers (Total 175): In an ongoing capacity, these effective teachers are selected by individual school principals to serve as leaders who may be assigned to: participate and redeliver state training regarding standards, best practices and assessments, both formative and summative; lead PLC sessions among colleagues in the same grade and/or content area; and serve in leadership roles regarding curriculum, pacing, assessment, instructional strategies and resources, and behavior management.</p> <p>b. School wide Positive Behavior Support (SWPBS) Chairman (Total 12): This person serves as the coordinator of the positive behavior support program and is charged with the design, implementation, communication, and record keeping of this essential system.</p> <p>c. AdvancED Chairman (Total 3): If the individual school is designated for reaccreditation, this person serves as the coordinator of this process for the school. A comprehensive school plan supported by committee work, collection of evidence, and a thorough site visit are facilitated through this chairman.</p> <p>d. District Professional Development Presenters (Total 26): These presenters are selected based on the needs of the attending teachers, the proposals submitted by potential presenters, and the knowledge, expertise and effectiveness demonstrated by the potential presenters.</p> <p>e. Educopia Peer Reviewers (Total 15): Educopia Peer Reviewers are those teachers designated in PreK, kindergarten, first grade, second grade, art and music who are assigned to participate in the Educopia scoring process on behalf of Cumberland County. The teachers selected must have the following qualifications:</p> <ul style="list-style-type: none"> • Three years teaching experience in the grade level or subject area • Rich understanding of standards • Familiarity with scoring student work • Comfort with using technology • Participation in virtual training and a satisfactory score on the online certification test <p>Number of Unique Roles: 5 or more</p>
Eligibility Criteria	Certified in content/grade area, Years of experience
Compensation Type and Size	<p>Lead Teachers (175) x \$400</p> <p>Schoolwide Positive Behavior Support (12) x \$400</p> <p>AdvancED Chairman (3) x \$400</p> <p>District Professional Development Presenters (26) x \$400</p> <p>Educopia Peer Reviewers (15) x \$500</p>
Reach	231
Estimated Cost	\$93,900
Performance	
N/A	

Alternative Salary Schedule

Is the district implementing an alternative salary schedule? No

Education*

The salary scale established incorporates a base salary increase for each level of advanced degrees (Bachelor's, Master's, Ed.S., and Doctorate). Our scale is a four lane scale with each lane representing the degree level.

Other

N/A

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