

West Carroll Special School District 2018-19 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	Teachers will be chosen to participate in the following instructional roles and responsibilities: <ol style="list-style-type: none"> 1. Serve as teacher mentors for new teachers that are new to the profession. Teachers will also assist struggling teachers. 2. Serve as facilitators for district and county wide professional development Number of Unique Roles: 2
Eligibility Criteria	Level of Overall Effectiveness (LOE) Certified in content/grade area
Compensation Type and Size	\$500 for teacher mentors for new or struggling teachers \$200 for teacher mentors for teachers new to the West Carroll Special School District \$300 per day for teachers serving as facilitators for county-wide professional development sessions \$300 per day for teachers to serve as presenters during technology day and district level professional development days
Reach	35
Estimated Cost	\$12,500
Performance	
N/A	
Alternative Salary Schedule	
Is the district implementing an alternative salary schedule? No	
Education*	
Additional steps are added in the salary schedule for advanced degrees. The district recognizes Bachelors, Masters, Masters +, Ed.S., and Doctorate degrees.	
Other	
Each principal has a performance contract. Eight goals are written in the contract. The principal receives \$250 for each goal met for a total of \$2,000 if all goals are met.	

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