

Warren County Schools

2019-20 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	We have two low performing elementary schools with high low socio-economic rates and high teacher turnover in both schools over the last three years. We would like to offer high performing teachers at a level 4 or 5 the opportunity to take positions in these schools for a \$1,000 bonus annually for 3 years. The teachers must stay at the school for a 3 year period and must maintain their level 4 or 5 level of effectiveness to be eligible for the stipend annually. Priority Areas: K-4 (Other), 5-8 (Other)
Eligibility Criteria	Individual TVAAS Current teachers and new hires are eligible.
Compensation Type and Size	Compensation Type: Bonus Bonus Type: Retention Compensation Amount: \$1,000 dollars per year provided a level of effectiveness of 4 or 5 is achieved annually.
Reach	10
Estimated Cost	\$10,000

Instructional Roles or Responsibilities	
Description	In the 2019-20 school year we plan to continue to pay our 11th month salary to our instructional coordinators in all school. Instructional Coordinators will work a 220 day contract to organize data and curriculum in preparation for the students return in the fall. Instructional Coordinators are the instructional coaches in each school. They work directly with teachers and staff to help them prepare for the start of each school year as well as helping teachers use data to drive instructional decisions in their classrooms. They also perform some administrative tasks regarding data disaggregation and testing. Number of Unique Roles: 1
Eligibility Criteria	Instructional Coordinators are hired by the building Principal of each school.
Compensation Type and Size	The amount of compensation varies with the number of years experience and degree held by the individual.
Reach	11
Estimated Cost	\$59,000

Performance	
N/A	
Alternative Salary Schedule	
Is the district implementing an alternative salary schedule? No	
Education*	

Educators are paid by years of experience and degrees earned, including BS, MA, MA+30, EDS, and DR. In the 2019-20 school year we plan to provide a \$1,000 pay increase to all certified and classified staff above what they earned in the 2018-19 school year. We are continuing to work on equalizing our salary

schedule to provide equal increases annually. The salary schedule provided is the proposed schedule the county commission could provide more money for salary and this could increase. At the time of submittal, this salary schedule is in draft form until the county commission passes our budget for 2019-20.

Other

N/A

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