

## Newport City Schools

### 2019-20 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

- The reading and math instructional coaches will develop learning activities for three to four groups in K-2 classrooms. The reading and math instructional coaches and their assistants will go two times a week for forty-five minutes to each classroom. Initial instruction in phonics and math will be for the first ten minutes. Leveled groups will rotate to different centers where the coaches, assistants, and classroom teachers will reinforce reading and math skills. The activities will be designed by ability focusing on increasing rigor for students as they are able to master standards and skills.
- The RTI2 Coordinator/Coach will assist classroom teachers in studying data and developing teaching activities to meet the Tier I, Tier II and Tier III levels. She will model and offer guidance in resource materials that would be effective. Also, she will track the universal screening data and conduct data meetings.
- We will have seven lead teacher roles for the upcoming year. The lead teachers will be over the PLC's for their content area and will mentor teachers.

#### Number of Unique Roles: 4

##### Eligibility Criteria

Level of overall effectiveness (LOE); Certified in content/grade area; Years of experience; Advanced degrees

##### Compensation Type and Size

Reading Instructional Coach = \$500  
RTI2 Coordinator/Coach = \$1,500  
All other certified personnel receive \$18.50 per hour.

##### Reach

33

##### Estimated Cost

\$40,980

#### Performance

N/A

Updated May 2020: Due to COVID-19 school closures and no evaluation or testing data for 2019-20, the district has elected to remove the performance component from the 2019-20 plan.

#### Alternative Salary Schedule

**Is the district implementing an alternative salary schedule?** No

#### Education\*

Our district's pay scale reflects the different degrees and years of experience (Bachelor, Masters, EdS, and Doctorate).

#### Other

N/A

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