

Benton County 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

Intervention Strategist (5) - 1 in grades PK-2, 3-5, 9-12 and 2 in grades 6-8 - Research intervention strategies, conduct PD and 2 days of TL academy training and other responsibilities. (\$1,200 per position)

Instructional Technology lead (4) - 1 in grades PK-2, 3-5, 6-8, and 9-12 - Serve as model classroom being open to other teachers to observe, trainer/mentor for new teachers, research appropriate apps, programs and curriculum to share with grade bands. 2 days of TL academy training and other responsibilities. (\$1,200 per person)

Literacy Content Consultant (3) - 1 in grades K-2, 3-5, and 6-8 - Analyze academic and non-academic data, research best practices and share with colleagues, lead work to align instruction to meet the intention of the standards, contribute to common assessment task force, 2 days of TL academy training and other responsibilities. (\$1,200 per position)

Math Content Consultant (3) - 1 in grades K-2, 3-5, and 6-8 - Analyze academic and non-academic data, research best practices and share with colleagues, lead work to align instruction to meet the intention of the standards, contribute to common assessment taskforce, 2 days of TL academy training and other responsibilities. (\$1,200 per position)

STEAM Coordinator (1) - in grades PK-5 - Research/share STEAM activities, conduct PD with Science and Math at the forefront, 2 days of TL Academy training, collaborate to create Integrated units, lead revisions and updates in deconstructing state standards and other responsibilities. (\$1,200)

Science Content Consultant (1) - in grades 6-8 - Analyze academic and non-academic data, research best practices and share with colleagues, lead revisions and updates in deconstructing state standards, collaborate with PL facilitator, district leadership and school leadership, lead revisions to pacing guide, 2 days of TL Academy training and other responsibilities. (\$ 1,200)

Social Studies Content Consultant (1) - in grades 6-8 - Analyze academic and non-academic data, research best practices and share with colleagues, lead revisions and updates in deconstructing state standards, collaborate with PL facilitator, district leadership and school leadership, lead revisions to pacing guide, 2 days of TL Academy training and other responsibilities. (\$ 1,200)

ACT Correlator (2) - in grade 9 -12 - research best practices and resources to aid with ACT prep, assist with the alignment of ACT standards and TN Academic standards, assist teachers with differentiating ACT practice and prep, engage in textbook adoption through the lens of ACT, preview

possible ACT programs, lead planning and implementation of sophomore ACT test, 2 days TL Academy training and other responsibilities. (\$1,200 per person)

New or struggling teacher Mentor (7) - Mentor will assist teacher with TEAM evaluation process, best practices, classroom management and day-to-day responsibilities. (\$1,000 per person)

PLC Facilitators (15) - Lead data analysis from common assessments, work with data coach, instruction coaches, and content leads. (\$800 per person)

School Level Strategic Plan Chairperson (6) - (\$800 per person)

Briarwood Leadership Team (5) - Grade level representatives to assist administration with analyzing strategies and determining next steps to improve school climate and student success (\$400 per person)

Number of Unique Roles: 5 or more

Eligibility Criteria	Level of overall effectiveness (LOE); Certified in content/grade area; Years of experience Teachers with an overall effectiveness of 3 or above and 3 years experience are eligible. Also, teachers will be required to submit an application and go through an interview process.
Compensation Type and Size	\$400 - \$1,200
Reach	39
Estimated Cost	\$39,000

Performance

N/A

Alternative Salary Schedule

Is the district implementing an alternative salary schedule? No

Education*

Educators receive a step increase for the following advanced degrees: Masters, Masters plus 30, EDS, and Doctorate.

Other

N/A

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