

Cumberland County Schools

2021-22 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

Lead Teachers (148): In an ongoing capacity, these effective teachers (Level 3, 4, or 5) 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; serve in leadership roles regarding curriculum, pacing, assessment, instructional strategies and resources, and behavior management

Textbook Leaders (26): These school-level leaders will serve to train their school colleagues in the reading textbook adoption process which will include standards alignment, resource appropriation, and effective instruction.

School Improvement Plan Chairman (12): These individuals are charged with the data input and narrative responses in ePlan for their school's annual improvement plan.

School wide Positive Behavior Support (SWPBS) Chairman (24): 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.

School-level IT Lead (12): These individuals are tasked to provide technological support to the instructional programs at their home school.

Number of Unique Roles: 5 or more

Eligibility Criteria

Level of overall effectiveness (LOE)

Compensation Type and Size

Lead Teacher 148 X \$400 = \$59,200
 Textbook Leader 26 X \$400 = \$10,400
 School Improvement Plan Chairman 12 X \$400 = \$4,800
 School Wide Positive Behavior Support Chairman 24 X \$400 = \$9,600
 School Level IT Lead 12 X \$400 = \$4,800
 District Comprehensive Special Education Teachers 11 X \$400 = \$4,400
 On My Way to K Facilitators 9 X \$400 = \$3,600

Reach

210

Estimated Cost

\$88,800

Performance

N/A

Alternative Salary Schedule

Is the district implementing an alternative salary schedule? No

Education*

The district salary schedule includes lanes for the following advanced degrees: MA, MA+45,EDS, and Doctorate.

Other

N/A

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