

Meigs 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	Bonuses of up to \$5000.00 can be used to hire staff in hard to fill areas as determined by the Director of Schools. Reimbursement and/or payment for obtaining additional degrees/endorsement including praxis/testing fee's associated with said degrees/endorsements. Priority Areas: K-4 (ESL/ELL), 5-8 (Math, ESL/ELL), 9-12 (Math, Science, ESL/ELL)
Eligibility Criteria	Certified in content/grade area Current teachers and new hires are eligible.
Compensation Type and Size	Compensation Type: Bonus Bonus Type: Signing/Recruitment/Retention Compensation Amount: \$3000-\$5000 at Director Discretion. For example: ESL/ELL (1) x \$5000.00 6-8 Middle School Math (1) x Up to \$4000
Reach	2
Estimated Cost	\$10,000
Instructional Roles or Responsibilities	
Description	Teachers Leadership Program, Web Masters, ESL/ELL Services Number of Unique Roles: 3
Eligibility Criteria	Level of overall effectiveness (LOE); Certified in content/grade area; Years of experience
Compensation Type and Size	Teacher Leaders: \$1800 per school building (4 schools) averaging 4 members per school (totaling \$7200.00) Web masters: (4) x \$1000.00 (totaling \$4000.00) ESL/ELL: (1) x \$6000.00
Reach	21
Estimated Cost	\$20,000
Performance	
N/A	
Alternative Salary Schedule	
Is the district implementing an alternative salary schedule? No	
Education*	
MA, EdS, and PhD are compensated as part of salary schedule.	
Other	
N/A	

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