

McNairy County Schools

2020-21 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	<p>Annually, the district evaluates areas they determine to be "hard-to-staff". Once those areas are identified, the district may ask certified teachers to add endorsements to teach those "hard-to staff" positions. The district will reimburse teachers the costs of testing to become endorsed in those positions.</p> <p>For the 2020-21 school year, the district has identified foreign language (9-12) at McNairy Central, mathematics in grades 7-12 across the district, special education K-12 across the district, and K-6 elementary across the district as the target areas for hard to staff. This assessment is subject to review each quarter due to the impact of the current pandemic on staffing needs.</p> <p>Priority Areas: K-4 (Special Education, Other), 5-8 (Special Education, Other), 9-12 (Math, Special Education, Other)</p>
Eligibility Criteria	<p>Level of overall effectiveness (LOE); Individual TVAAS; Certified in content/grade area; Attendance minimum (i.e., miss no more than 12 days); Years of experience; Advanced degrees</p> <p>Current teachers are evaluated based on district needs. The overarching criteria is their current certification area. Only current teachers are eligible.</p>
Compensation Type and Size	<p>Compensation Type: Bonus Bonus Type: Retention</p> <p>Compensation Amount: Endorsement area (5) x \$350.00</p>
Reach	5
Estimated Cost	\$1,750
Instructional Roles or Responsibilities	
Description	<p>Teacher Coaches: Facilitate professional development and model yes instructional practices.</p> <p>Content Leaders: Provide specific professional development opportunities for identified teachers.</p> <p>Number of Unique Roles: 2</p>
Eligibility Criteria	<p>Level of overall effectiveness (LOE); Individual TVAAS; Certified in content/grade area; Years of experience; Advanced degrees</p>
Compensation Type and Size	<p>Teacher Coaches: 2 x \$400.00</p> <p>Content Leaders: 12 x \$150.00</p>
Reach	13
Estimated Cost	\$2,600
Performance	
N/A	
Alternative Salary Schedule	
Is the district implementing an alternative salary schedule? No	

Education*

MA, MA+45, EdS, and EdD degrees are recognized via the salary schedule.

Other

N/A

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