

Maury 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	The district will utilize various types of instructional coaches (ELA, Math, PLC, Data, TL, and PBL/STEM), Lead Mentors, and PD leaders to provide on the job coaching and professional development to increase teacher effectiveness and ultimately improve student achievement. Number of Unique Roles: 3
Eligibility Criteria	Level of overall effectiveness (LOE); Individual TVAAS Potential candidates will have an application and interview process.
Compensation Type and Size	Compensation ranges from \$250 to \$3,000 depending on the role.
Reach	175
Estimated Cost	\$328,923
Performance	
N/A	
Alternative Salary Schedule	
Is the district implementing an alternative salary schedule? No	
Education*	
The district compensates educators for MA, MA+30, Ed.S., Ed.D or Ph.D on the current salary schedule.	
Other	
MCPS will pay a one-time bonus for all certified Special Education staff: Teachers, SLPs, School Psychologists, Facilitators & Coordinators. This is a \$5000 one-time bonus for all newly hired & current people in those positions. All funding will come from the current fiscal year 2022 MCPS Special Education budget. This will be a MAXIMUM cost of \$769,500.	

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