

Murfreesboro City Schools

2021-22 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 | Murfreesboro City Schools is a PreK- 6 grade school district. Since the state changed the endorsement area to k-5, it has become increasingly difficult for us to find 6th grade teachers regardless of the content area to teach. Priority Areas: 5-8 (Other: Sixth Grade All Subjects) |
| 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 Compensation Amount: We will need approximately six 6th grade teachers. We will either hire or transfer existing teachers for these positions. Each new 6th grade teacher will receive a \$2,000 bonus the first year in 6th grade. |
| Reach | 6 |
| Estimated Cost | \$12,000 |

| Instructional Roles or Responsibilities | |
|---|--|
| Description | <p>ESL Coach - This individual will be responsible for coordinating with all ESL teachers in the district and also, work with school administrators on how to adequately evaluate the ESL teachers.</p> <p>Grades 3-6 Literacy Coordinator - Previously we had one Literacy Coordinator for the district. Beginning 21-22 year, we will have one coordinator to focus on early literacy and one to focus on grades 3-6 literacy.</p> <p>Academic coach at each of our 13 schools. They will advise, observe, and model for teachers to help them grow. They will conduct PLCs once a week with each grade level.</p> <p>Number of Unique Roles: 3</p> |
| Eligibility Criteria | 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 |
| Compensation Type and Size | ESL Coach and Grades 3-6 Literacy Coordinator - Approximately \$90,000 for each position Academic Coach - \$2,000 stipend |
| Reach | 28 |
| Estimated Cost | \$1,226,000 |

| Performance | |
|-------------|--|
| N/A | |

| Alternative Salary Schedule | |
|--|--|
| <i>Is the district implementing an alternative salary schedule?</i> No | |

Education*

Our scale moves teachers to another lane once an advanced degree (MA, MA+30, EDS, PhD) is obtained.

Other

N/A

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