

Clarksville-Montgomery County School System 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	<ol style="list-style-type: none"> CTE Teachers requiring Occupational License are placed at a high experience and education level on teacher salary schedule, based on the results of private sector market analysis. Speech Pathologists are placed at a higher experience and education level based on results of private sector analysis. Tuition & Praxis Reimbursement for CTE Teachers and Special Education Teachers requiring course work and Praxis One-time bonus for designated hard to fill positions (Special Education, High School Math and Science, Middle School Algebra I, ELL, Construction and HVAC CTE Teachers, SE Hearing Impaired Teacher and Vision Specialist ESSER 3.0 Proposed Retention Bonus: For teachers who begin August 2021 and complete entire school year <p>Priority Areas: K-4 (ESL/ELL, Special Education), 5-8 (Math, Science, ESL/ELL, Special Education), 9-12 (Math, Science, ESL/ELL, Special Education, Other)</p>
Eligibility Criteria	<p>Certified in content/grade area</p> <p>Current teachers and new hires are eligible.</p>
Compensation Type and Size	<p>Compensation Type: Bonus Bonus Type: Signing/Recruitment; Retention</p> <p>Compensation Amount:</p> <ol style="list-style-type: none"> CTE placed at a Higher Experience and Education Level on teacher salary schedule Speech Pathologists placed at a Higher Experience and Education Level on teacher salary schedule Tuition and Praxis reimbursement \$40,000 annual budget \$1,000 per year bonus for Science, Math, Special Education, ELL, Vision Specialist and Hearing Impaired and Construction & HVAC CTE Teachers Retention Bonus for all Certified Teachers (2570) x \$500
Reach	2570
Estimated Cost	\$2,365,362
Instructional Roles or Responsibilities	
Description	<ol style="list-style-type: none"> Multi Classroom Leader as part of Teacher Resident Program ES/MS Lead Teachers HS Lead Teachers Related Arts Lead Teacher Consulting Teachers Technology Integration Coach Lead Counselors Lead Mentor/Site Based Induction Specialist

- 10) Reading Interventionist Coordinator
- 11) STEM Coordinator
- 12) Resource Curation K-12
- 14) Primary Mentor Teachers for Elem/Middle Teacher Residents
- 15) Secondary Mentor Teacher for Elem/Middle Teacher Residents
- 16) Diversity Mentor

Number of Unique Roles: 5 or more

Eligibility Criteria	<p>Level of overall effectiveness (LOE); Certified in content/grade area; Years of experience</p> <p>Multi Classroom Leader has specific Minimum Qualifications to include years of experience and LOE. We look for the following characteristics when selecting teachers who will be site based Induction Specialists: exemplary classroom teachers, adept at planning and delivering explicit instruction, skilled at working with adult learners, capable of providing effective feedback, knowledge of district and school practices.</p> <p>Links to job descriptions for Multiple Classroom Leaders and Resident Mentor Teachers</p> <ul style="list-style-type: none"> • https://employees.cmcss.net/misc/ViewDocs?filename=job_certifiedstaff536.pdf • https://employees.cmcss.net/misc/ViewDocs?filename=job_certifiedstaff545.pdf
Compensation Type and Size	<p>1) Multi Classroom Leader as part of Teacher Resident Program: (36) x \$6,500 per teacher</p> <p>2) ES/MS Lead Teachers: (161) x \$600 per teacher</p> <p>3) HS Lead Teachers: (41) X \$1,000 per teacher</p> <p>4) Related Arts Lead Teacher: (14) x \$1,230 per teacher</p> <p>5) Consulting Teachers: 60 additional days added to calendar/pay for teacher (12 teachers)</p> <p>6) Technology Integration Coach: 60 additional days to calendar for teacher (7 teachers), 40 additional days added to calendar (5 teachers)</p> <p>7) Lead Counselors: 60 additional days to calendar for teacher (3 counselors)</p> <p>8) Lead Mentor/Site Based Induction Specialist: Year 1 site based induction Specialist (67) x \$450.00 plus \$250 per teacher mentored. Year 2 induction, content mentor (23) x \$500 per year</p> <p>9) After School Program Directors: (14) x \$3,000</p> <p>10) Reading Interventionist Coordinator: 20 additional days added to calendar for teachers (11)</p> <p>11) STEM Coordinator: 60 additional days added to calendar (2)</p> <p>12) Resource Curation K-12:(30) x \$150.00</p> <p>13) Assistant Athletic Director: (7) x \$6,200</p> <p>14) Primary Mentor Teachers for Elem/Middle Teacher Residents: (19) x \$3,000</p> <p>15) Secondary Mentor Teacher for Elem/Middle Teacher Residents: (51) x \$1,000</p> <p>16) Diversity Mentor: ESSER 3.0 proposed funding (20) x \$1,000</p>

Reach	523
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Estimated Cost	\$1,205,199
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Performance

N/A

Alternative Salary Schedule

Is the district implementing an alternative salary schedule? No
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Education*

The salary schedule recognizes the following degrees with lanes: Masters, Masters +30 and Advanced Degree (EdS, PhD, & EdD).

Administrators receive additional annual supplement:

EdS: \$2,500

EdD & PhD: \$5,000

Other

Additional Compensation for School Leaders:

Student Population Annual Supplement

- High School Principal I 699 or less N/A
- High School Principal II 700 - 999 \$1,250.00
- High School Principal III 1, 000 + \$2,500.00
- High School Assistant Principal I 699 or less N/A
- High School Assistant Principal II 700 - 999 \$625.00
- High School Assistant Principal III 1,000 + \$1,350.00
- Middle School Principal I 599 or less N/A
- Middle School Principal II 600 - 1,099 \$1,250.00
- Middle School Principal III 1,100 + \$2,500.00
- Middle School Assistant Principal I 599 or less N/A
- Middle School Assistant Principal II 600 - 1, 099 \$625.00
- Middle School Assistant Principal III 1,100 + \$1,350.00
- Elementary School Principal I Less 399 N/A
- Elementary School Principal II 400 - 899 \$1,250.00
- Elementary School Principal III 900 + \$2,500.00
- Elementary Assistant Principal N/A
- Lead High School Principals \$6,000 added to annual salary
- Elementary Lead Principals- 5 days added to calendar from 220 day calendar to 225 day calendar

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