

## McNairy County

### 2023-24 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)	
<b>Description</b>	For the 2022-2023 school year, the district has identified foreign languages at McNairy Central High, special education in all grade bands as hard-to-staff positions. <b>Priority Areas: K-4</b> (Special Education), <b>5-8</b> (Math, Special Education), <b>9-12</b> (Math, Science, Foreign Language, Special Education)
<b>Eligibility Criteria</b>	Individual TVAAS Certified in content/grade area Years of experience Advanced degrees Current teachers New hires
<b>Compensation Type and Size</b>	<b>Compensation Type:</b> Bonus <b>Bonus Type:</b> Retention <b>Compensation Amount:</b> Endorsement areas 5 x \$350.00
<b>Reach</b>	5
<b>Estimated Cost</b>	\$1,750
Instructional Roles or Responsibilities	
<b>Description</b>	Teacher Coaches: Facilitate professional development and model instructional practices. Content Leaders: Provide specific professional development to identified teachers. High Quality Instructional Materials (HQIM) District Support Staff- Guides the implementation of the ELA and mathematics curricula in grades K-12. <b>Number of Unique Roles:</b> 5 or more
<b>Eligibility Criteria</b>	Level of overall effectiveness (LOE) Individual TVAAS Certified in content/grade area Years of experience Advanced degrees HQIM training is a requirement.
<b>Compensation Type and Size</b>	Teacher Coaches: 2 x \$20,000 Content Leaders: 12 x \$250 HQIM Support Staff: 2 x 35,000
<b>Reach</b>	16
<b>Estimated Cost</b>	\$113,000
Performance	
N/A	

**Alternative Salary Schedule**

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

**Education\***

The district salary schedule includes options for the advanced degrees: MA, MA+30, Ed.S., and Ed.D./Ph.D.

**Other**