

## McNairy County Schools

### 2018-19 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

<b>Description</b>	<p><b>Teacher coaches:</b> Facilitate professional development and model best instructional practices.</p> <p><b>Content Leaders:</b> Provide specific professional development opportunities for identified teachers.</p> <p><b>Peer Portfolio Reviews:</b> Review and score portfolios for the evaluation process</p>
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#### Number of Unique Roles: 3

<b>Eligibility Criteria</b>	Level of Overall Effectiveness (LOE), Individual TVAAS, Certified in content/grade area, Years of experience, Advanced degrees
<b>Compensation Type and Size</b>	<p>Teacher Coaches: 2 x \$400</p> <p>Content Leaders: 12 x \$150</p> <p>Peer Portfolio Reviewers: 4 x \$200</p>
<b>Reach</b>	18
<b>Estimated Cost</b>	\$3,400

#### Performance

N/A

#### Alternative Salary Schedule

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

#### Education\*

MA, MA+30, Ed.S., Ed.D.

#### Other

N/A

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