

Murfreesboro City Schools

2018-19 Differentiated Pay Plan

Hard-to-Staff	<input checked="" type="checkbox"/>
Instructional Roles	<input type="checkbox"/>
Performance	<input type="checkbox"/>
Alternative Salary Schedule	<input type="checkbox"/>

Hard to Staff (School, Subject, or Placement)	
Description	Good quality Special Education Teachers are becoming more difficult to recruit and retain Priority Areas: K-4 (Special Education), 5-8 (Special Education)
Eligibility Criteria	Level of Overall Effectiveness (LOE), Individual TVAAS, Certified in content/grade area, Necessary degree and endorsements New hires
Compensation Type and Size	Compensation Type: Bonus Bonus Type: Signing/Recruitment Compensation Amount: \$2,000 sign-on bonus.
Reach	4
Estimated Cost	\$8,000
Instructional Roles or Responsibilities	
N/A	
Performance	
N/A	
Alternative Salary Schedule	
Is the district implementing an alternative salary schedule? No	
Education*	
Educators are rewarded when they receive an advanced degree by moving to another pay step. The district recognizes MA, MA+30, Ed.S., and Ph.D.	
Other	

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