

Maury County 2022-23 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	
Description	<p>Data Coach: Review and prepare data for PLC and RTI meetings. Assist leadership with disaggregating data.</p> <p>ELA Coach: Support the implementation of HQIM Instructional materials at the district and school level. Facilitate professional development.</p> <p>Math Coach: Support the implementation of HQIM Instructional materials at the district and school level. Facilitate professional development.</p> <p>Lead Mentor: Support new teachers at the building level. Facilitate professional development.</p> <p>Pacing Guide Team: Review and update district pacing guides to ensure alignment to state standards and assessments. Facilitate professional development.</p> <p>Professional Development Leaders: Prepare and present/facilitate professional development sessions at Maury Academy of Professionalism sessions.</p> <p>Number of Unique Roles: 5 or more</p>
Eligibility Criteria	<p>Certified in content/grade area</p> <p>Years of experience</p> <p>Aspire to the following values: leadership and advancement; effective communication; student engagement and ownership in learning; growth mindset; commitment to district's HQIM expectations.</p>
Compensation Type and Size	<p>Data Coach-30 x \$2,000.00</p> <p>ELA Coach-30 x \$2,000.00</p> <p>Math Coach-30 x \$2,000.00</p> <p>Lead Mentor-30 x \$2000.00</p> <p>Grow Your Own Lead Mentors- 25 x 2,000</p> <p>Pacing Guide Team-22 x \$750.00</p> <p>Elementary Report Card Study Group 15 x 750.00</p> <p>Standards Based Grading Study Group 22 x 750.00</p> <p>Professional Development Leaders--\$25.00/hour X 6 hours x 100</p>
Reach	200
Estimated Cost	\$334,000
Performance	
N/A	
Alternative Salary Schedule	

Is the district implementing an alternative salary schedule? No

Education*

Master's

Master's + 45

Ed. Specialist

Doctorate

The district hired a salary study company who compared salaries across the state (14 other districts). Salaries were set a level so that Maury County educators would be compensated at the 75% of those districts studied.

Other

Upon completion of National Board Certification, teachers will be compensated an additional 1000.00 annually.

Administrators may be paid an additional stipend for Grow Your Own evaluation and mentorship outside of regular school responsibilities. \$2,000.00 per school.