



## 2023-24 Differentiated Pay Plan Submission

District Name Marshall County

### Hard-to-Staff Schools, Subjects, and/or Grades

Is your district implementing a Hard-to-Staff component for the 2023-24 school year? Yes

Hard-to-Staff Priority Areas 6-8 = Math, Science, Reading/ELA, ESL/ELL, Other (explain below)  
9-12 = Math, Science, Reading/ELA, ESL/ELL, Other (explain below)

Describe any additional hard-to-staff areas that were not listed above. Occupational

Describe the eligibility criteria for Hard-to-Staff component: None

Provide any additional details about eligibility criteria for Hard-to-Staff: Providing up to \$3,000 tuition reimbursement based of proof of tuition paid and completion course. Tuition reimbursement is for an add-on endorsement for Math 7-12, Science 7-12, Foreign Language, ELL, Guidance, Speech Pathology, & Occupational.

Who is eligible for your Hard-to-Staff component? Current teachers  
New hires

What types of Hard-to-Staff bonuses are available? Signing/Recruitment  
Retention

What is the amount of the compensation per Hard-to-Staff role? \$3,000

Estimate the number of teachers who will receive Hard-to-Staff compensation in 2023-24: 4

Estimate the total district cost of the Hard-to-Staff component: \$12,000.00

Estimate the percentage of total salary expenditures that the Hard-to-Staff component represents: 0.01

## Instructional Roles and Responsibilities

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Is your district implementing instructional roles and/or responsibilities for the 2023-24 school year?

Yes

How many unique instructional roles will be implemented for the 2023-24 school year?

2

Description of Instructional Roles and Responsibilities

1. 6 Mentor teachers will be selected to work with mentee teachers on a regular schedule providing guidance and advice.
2. 9 Teacher leaders will be selected to provide professional development on a grade and school level.

Describe the eligibility criteria for the Instructional Roles and Responsibilities component:

Level of overall effectiveness (LOE)

Provide any additional details about eligibility criteria for the Instructional Roles and Responsibilities component:

Each of the mentors and leaders must have a level of effectiveness of 3 or greater

What is the amount of the compensation per instructional role?

1. Mentor teachers will earn \$2,500
2. Teacher leaders will earn \$2,000

Estimate the number of teachers that will receive compensation for instructional roles in 2023-24:

15

Estimate total district cost of the Instructional Roles and Responsibilities component:

\$37,772.00

Estimate the percentage of total salary expenditures that the Instructional Roles and Responsibilities component represents:

0.01

## Performance

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Is your district implementing a performance based bonus for the 2023-24 school year?

No

## Alternative Salary Schedule

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Is your district implementing an alternative salary schedule?

No

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## 2023-24 Salary Schedule

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Describe how educators are compensated for earning advanced degrees in your district:

There is additional pay in the teacher salary schedule for advanced degrees

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