

# Macon 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>	Macon County will pay a signing/retention bonus for middle and high school math, high school science and high school special education. <b>Priority Areas: K-4 ( ), 5-8 (Math), 9-12 (Math, Science, Special Education)</b>
<b>Eligibility Criteria</b>	Level of overall effectiveness (LOE) Attendance minimum (i.e., miss no more than 12 days) Years of experience Current teachers New hires
<b>Compensation Type and Size</b>	<b>Compensation Type:</b> Bonus <b>Bonus Type:</b> Signing/Recruitment Retention <b>Compensation Amount:</b> \$ 3,000 signing and \$1,000 at the end of the first and second years and \$2,000 at end of the third year
<b>Reach</b>	5
<b>Estimated Cost</b>	\$35,000

Instructional Roles or Responsibilities	
<b>Description</b>	<p>Macon County Teacher Leader Position</p> <p>We developed the Teacher Leader position because we believe in the power of those in teaching positions to help provide high quality professional learning and create a collegial environment focused on professional growth and student achievement. There will be teacher leaders at each school and we see this as an opportunity for district-wide collaboration as well as within each school building.</p> <p>We are able to provide a small stipend in acknowledgment of the efforts of this position.</p> <p>A stipend of \$2,000 per school year for added responsibilities.</p> <p>Responsibilities:</p> <p>Teacher Leaders will:</p> <ul style="list-style-type: none"> <li>• Collaborate with other teacher leaders across the district throughout the school year</li> <li>• Dedicate two summer days to draft ELA Timelines and prepare for work as teacher leaders; scheduling to be determined together by teacher leaders chosen across the district</li> <li>• Be actively involved in district-wide ELA expectations and responsibilities guidelines NON-negotiables</li> <li>• Be available to support colleagues with questions and resources in line with district priorities</li> </ul>

- Regularly engage in feedback aimed towards improvement and contribute to school improvement plan by assisting principal and IL with creating School Wide Goals
  - Co-Lead with Instructional Leaders in collaborative learning with coworkers through regular PLCs
  - Have a willingness to be recorded and observed during lessons
  - Work with School Kit rep Zoe throughout our contract
  - Be actively involved with upcoming Math textbook adoption
- Expectations:
- Maintain a positive and solution-oriented approach to problem-solving
  - Embrace a growth mindset for themselves, their colleagues, and all students
  - Support learning and supporting research-based practices

**Number of Unique Roles:** 5 or more

<b>Eligibility Criteria</b>	Level of overall effectiveness (LOE) Certified in content/grade area Years of experience The interest of the teacher in the role.
<b>Compensation Type and Size</b>	\$2,000 for Teacher leaders \$ 2,500 for Graduation coaches \$1,000 for ACT before or after school tutoring
<b>Reach</b>	20
<b>Estimated Cost</b>	\$48,000

**Performance**

N/A

**Alternative Salary Schedule**

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

**Education\***

Educators with Advanced degrees are paid according to the type of advanced degree (MS, Ms=30, EDS PhD) based on the Macon County Salary schedule.

**Other**