



2023-24 Differentiated Pay Plan Submission

District Name Murfreesboro City Schools

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 K-5 = Special Education
6-8 = Math, Science, Reading/ELA

Describe any additional hard-to-staff areas that were not listed above. Comprehensive Developmental Delay Classrooms
Integrated Pre-K Classroom
Behavior Intervention Classrooms

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

Provide any additional details about eligibility criteria for Hard-to-Staff: Required special education endorsements for CDC and Behavior Intervention Classrooms

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? \$500-\$5,000

Estimate the number of teachers who will receive Hard-to-Staff compensation in 2023-24: 41

Estimate the total district cost of the Hard-to-Staff component: \$86,000.00

Estimate the percentage of total salary expenditures that the Hard-to-Staff component represents: 2.00

Instructional Roles and Responsibilities

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?

5 or more

Description of Instructional Roles and Responsibilities

Academic Coaches provide daily supports to classroom teachers for their tiered instructional practices, use of student academic data, and differentiation of small group instruction to ensure the growth of all students as well as certified staff.

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

Level of overall effectiveness (LOE)
Individual TVAAS
Certified in content/grade area
Years of experience

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

These academic coaches have demonstrated high quality instructional practices, teacher development, and leadership qualities while in a classroom position. They have also maintained a level 4-5 level of effectiveness while in the classroom.

What is the amount of the compensation per instructional role?

Academic Coach (18 x \$2,000 = \$36,000)

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

60

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

\$36,000.00

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

2.00

Performance

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

No

Alternative Salary Schedule

Is your district implementing an alternative salary schedule?

No

2023-24 Salary Schedule

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

The salary of certified staff are increased as they acquire additional degrees (MA, MA+30, Ed.S, EdD)
