



2023-24 Differentiated Pay Plan Submission

District Name MEIGS COUNTY--610

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 = Math, Science, Reading/ELA, Special Education, Other (explain below)
 6-8 = Math, Science, Reading/ELA, Special Education, Other (explain below)
 9-12 = Math, Science, Reading/ELA, Special Education, Other (explain below)

Describe any additional hard-to-staff areas that were not listed above. Bonuses of up to \$5000.00 can be used to hire staff in hard to fill areas as determined by the Director of Schools. Reimbursement and/or payment for obtaining additional degrees/endorsements including praxis/testing fees associated with said degrees/endorsements. Note: other deals with physical education as well as career and technical education (CTE) when we have limited to no applicants for vacancies.

Describe the eligibility criteria for Hard-to-Staff component: Certified in content/grade area

Provide any additional details about eligibility criteria for Hard-to-Staff: N/A

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? \$3000.00-\$5000.00 at Director discretion. For example: Special Education (1) x \$5000.00, 6-8 Middle School (1) x Up to \$4000.00

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: \$150,00.00

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

Teacher Leadership Program: Teacher leaders are individuals that principals and supervisors have chosen per subject/content/ and/or grade level to work directly with other teachers including but not limited to best practices within instruction, content/standard monitoring and tracking in relation to mastery of standards, etc., mentoring /acting as a resource for teachers, correspondence between administration and teachers, planning and conducting professional learning communities throughout the year, etc. Teacher leaders are directly involved in planning and implementation of professional development with their schools and work directly with administration.

Webmasters: Webmasters are in charge of multiple communication outlets for their individual schools including but not limited to parent involvement Through online resources, the school's website, social media outlets (Twitter, Facebook, Live Feeds), etc. They help update all stakeholders through online outlets which include but are not limited to grade level news, district and state updates/relative links, student and parent portals for grading, providing multiple links for different online instructional /resources materials, etc.

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

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

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

N/A

What is the amount of the compensation per instructional role?

Teacher Leaders: \$1800.00 per school building (4 schools) averaging 4 members per school (totaling \$7200.00)
Webmasters: \$1000.00 per school building (4 schools) One per school (totaling \$4000.00)

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

20

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

15000.00

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:

Part of the salary scale /schedule.