

McMinn 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)	
Description	CTE - Possibly different areas Priority Areas: K-4 (Math, Science, Reading/ELA, ESL/ELL, School Psychology, Special Education), 5-8 (Math, Science, Reading/ELA, ESL/ELL, School Psychology, Special Education), 9-12 (Math, Science, Reading/ELA, ESL/ELL, School Psychology, Fine Arts, Special Education)
Eligibility Criteria	Level of overall effectiveness (LOE) Current teachers New hires
Compensation Type and Size	Compensation Type: Bonus Bonus Type: Signing/Recruitment Retention Compensation Amount: Hard to Staff positions (4)x \$3,450
Reach	4
Estimated Cost	\$13,800

Instructional Roles or Responsibilities	
Description	Instructional Coach/RTI Specialists: Implementation of embedded professional development to increase teacher effectiveness. They will lead and facilitate monthly PLC meetings and provide ongoing professional development. They also work 10 additional days per year. Lead Teachers: Lead teachers will be assigned in the areas of ELA, math, and science at the secondary level. They will lead PLCs with the focus on TN Ready State Standards and RTI2. Number of Unique Roles: 2
Eligibility Criteria	Level of overall effectiveness (LOE) All service personnel will be selected from a pool of highly effective teachers
Compensation Type and Size	Instructional Coach (14) x \$8,000 Lead Teacher (6) x \$1,725
Reach	20
Estimated Cost	\$122,350

Performance	
N/A	

Alternative Salary Schedule	
Is the district implementing an alternative salary schedule? No The district salary schedule includes lanes for BS, MS, EdS, and DOC.	

Other	
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Recurring bonus for the life of their National Board certification.