

McNairy 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	For the 2022-2023 school year, the district has identified foreign languages at McNairy Central High, special education in all grade bands as hard-to-staff positions. Priority Areas: K-4 (Special Education), 5-8 (Math, Special Education), 9-12 (Math, Science, Foreign Language, Special Education)
Eligibility Criteria	Individual TVAAS Certified in content/grade area Years of experience Advanced degrees Current teachers New hires
Compensation Type and Size	Compensation Type: Bonus Bonus Type: Retention Compensation Amount: Endorsement areas 5 x \$350.00
Reach	5
Estimated Cost	\$1,750
Instructional Roles or Responsibilities	
Description	Teacher Coaches: Facilitate professional development and model instructional practices. Content Leaders: Provide specific professional development to identified teachers. High Quality Instructional Materials (HQIM) District Support Staff-Guides the implementation of the ELA and mathematics curricula in grades K-12. Number of Unique Roles: 5 or more
Eligibility Criteria	Level of overall effectiveness (LOE) Individual TVAAS Certified in content/grade area Years of experience Advanced degrees HQIM training is a requirement.
Compensation Type and Size	Teacher Coaches: 2 x \$20,000 Content Leaders: 12 x \$250 HQIM Support Staff: 2 x 35,000
Reach	16
Estimated Cost	\$113,000
Performance	
N/A	

Alternative Salary Schedule

Is the district implementing an alternative salary schedule? No

Education*

The district salary schedule includes options for the advanced degrees: MA, MA+30, Ed.S., and Ed.D./Ph.D.

Other