

## Marshall County Schools

### 2019-20 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>	<p>1) Signing bonus for new 9-12 math/science teachers. They will sign an agreement to reimburse the Board if they leave the system as follows:</p> <table> <tr> <td>1st year</td><td>100%</td></tr> <tr> <td>2nd year</td><td>75%</td></tr> <tr> <td>3rd year</td><td>50%</td></tr> <tr> <td>4th year</td><td>25%</td></tr> </table> <p>2) The board will reimburse up to \$3,000 per fiscal year to any certified personnel currently employed to obtain an add-on endorsement in a hard to staff subject (currently 7-12 math, 7-12 science, foreign language, special education, ELL, guidance and speech). The employee will sign an agreement to reimburse the Board the same percentage as the signing bonus.</p> <p><b>Priority Areas: K-4</b> (ESL/ELL, Special Education, Other), <b>5-8</b> (Math, Science, ESL/ELL, Special Education, Other), <b>9-12</b> (Math, Science, ESL/ELL, Special Education, Other)</p>	1st year	100%	2nd year	75%	3rd year	50%	4th year	25%
1st year	100%								
2nd year	75%								
3rd year	50%								
4th year	25%								
<b>Eligibility Criteria</b>	<p>Certified in content/grade area: The certification requirement only applies to signing bonus</p> <p>Current teachers and new hires are eligible.</p>								
<b>Compensation Type and Size</b>	<p><b>Compensation Type:</b> Bonus <b>Bonus Type:</b> Signing/Recruitment/Retention</p> <p><b>Compensation Amount:</b> \$2,500 - signing bonus</p> <p>Up to \$3,000 reimbursement based on proof of tuition paid and completion of course for tuition reimbursement</p>								
<b>Reach</b>	6								
<b>Estimated Cost</b>	\$18,924.79								
Instructional Roles or Responsibilities									
<b>Description</b>	<p>3 mentors will be selected to work with mentee teachers on a regular schedule providing guidance and advice</p> <p><b>Number of Unique Roles:</b> 1</p>								
<b>Eligibility Criteria</b>	<p>Level of overall effectiveness (LOE)</p> <p>Each of the mentors must have a level of effectiveness of 3 or greater.</p>								
<b>Compensation Type and Size</b>	\$1,500								
<b>Reach</b>	3								
<b>Estimated Cost</b>	\$5,322.60								
Performance									
N/A									
Alternative Salary Schedule									
<i>Is the district implementing an alternative salary schedule?</i> No									

**Education\***

There is additional pay in the teacher salary schedule for advanced degrees (BA, MA, MA+30, EDS, & DR).

**Other**

**N/A**

*\*Education is not a differentiated pay element and does not count toward the mandated criteria.*