

## Metro Nashville Public Schools

### 2020-21 Differentiated Pay Plan

Hard-to-Staff	<input 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)

N/A

#### Instructional Roles or Responsibilities

##### Description

**MNPS District Mentors:** a specific role to assist new educators or new to MNPS educators. While building administrators and mentors provide immediate support where needed, MNPS District mentors are available to provide a broader base of institutional support and professional learning and serve as the support system for new educators navigating the challenges of teaching in a large urban district. These relationships focus primarily on helping new educators develop/refine their personal mission and vision for educating MNPS students. Additionally, these relationships help educators focus on learning more about the craft of their work, as opposed to the theory. During monthly meetings, participants engage in group learning around the National Board for Professional Standards Accomplished Teaching, Learning, and Schools videos.

**TEAM Ambassador:** A TEAM Ambassador serves as a liaison between the Office of Talent Management and the teachers in a school. This creates a cycle of support through which the TEAM Ambassador receives information related to TEAM evaluations throughout the school year, communicates that information and provides ongoing support to teachers, and elevates teacher voice to the Office of Talent Management. Ultimately, the work of the ambassador will increase teacher awareness of and engagement in the TEAM evaluation policy and process.

**Capstone Lead Teacher:** Participate in principal designated activities, lead meetings and manage program goals.

**Special Programs Lead Teacher:** Facilitate and lead special programs, such as Montessor, Paideia, AVID, etc. These positions are approved by the Executive Director for the school.

**Freshman Seminar Lead Teacher:** Participate in principal designated activities, lead meetings, and manage program goals.

**IB/Cambridge Lead Teacher:** Provide training, leadership and management in meeting program requirements.

**Lead Teacher (Team, Grade Level, Content, Academy):** Participate in principal designated activities, lead team/grade level/content meetings

**Partnership Coordinator:** Plan and provide family engagement activities, coordinate with community partnership activities.

Leadership Team Member: Participate on school leadership team, which includes SIP development activities in addition to attendance at scheduled school leadership team meetings

Building Level Teacher Mentor: Provide active support and mentoring to new teachers

**Number of Unique Roles:** 5 or more

<b>Eligibility Criteria</b>	Level of overall effectiveness (LOE); Years of experience To be eligible for a District MNPS Mentor, educators must have an overall observation average above 3.00 and a Professionalism rating of 3.00 or higher. Additionally, the educator must spend 50% of his/her time providing direct supports to students and have three or more years of MNPS experience. TEAM Ambassadors must be in a role that spends 50% or more time providing direct supports to students.
<b>Compensation Type and Size</b>	All roles with the exception of TEAM Ambassadors and MNPS District Mentors receive a \$1,000 stipend annually, paid in two installments (December and May). TEAM Ambassadors and District mentors receive a \$1,500 annual stipend.
<b>Reach</b>	1,500
<b>Estimated Cost</b>	\$1,600,000

**Performance**

N/A

**Alternative Salary Schedule**

**Is the district implementing an alternative salary schedule?** No

**Education\***

Educators submit advance degree changes (MA, MA+, EdS, Doctorate) to TDOE, then send notification to the MNPS Employee Resource Center (ERC). The ERC verifies the degree and makes changes in the HRIS to move the employee to the appropriate pay scale.

**Other**

The national board certification supplemental pay will be paid at the rate of \$4,000 per school year for eligible employees. Teachers, school psychologists, school counselors, and coaches are eligible for this supplement with these additional requirements:

1. Possessing a current national board certification;
2. Remains working in a job classification that is within the area of the national board certification or is assigned as an academic coach within the area of the National Board for Professional Teaching Standards certification; and
3. Full-time with an "active" payroll status (not on unpaid Leave of Absence).
4. National board-certified employees who begin after the first day of school will receive a prorated amount of the \$4000 depending on their date of hire.
5. National board-certified employees whose certifications become active after the first day of school will receive a prorated amount of the \$4000 depending on the official start-date of their certificate.

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