

## Monroe County Schools

### 2021-22 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   |   |
| <b>Description</b>  | 6-8 highly effective ELA instructors and administrators will provide supplemental collaboration, modeling, and training for high quality instructional materials implementation and foundational literacy development.<br><b>Number of Unique Roles:</b> 1                                  |
| <b>Eligibility Criteria</b>   | Level of overall effectiveness (LOE)<br>Teachers and administrators who have been a part of the HQIM district team as well as the foundational literacy training will serve as extra support for teachers in the implementation of the ELA curriculum and foundational literacy initiative. |
| <b>Compensation Type and Size</b>   | \$3,000-5,000 X 8 people = estimated \$32,000   |
| <b>Reach</b>  | 8   |
| <b>Estimated Cost</b>   | \$32,000  |
| Performance   |   |
| N/A   |   |
| Alternative Salary Schedule   |   |
| <b>Is the district implementing an alternative salary schedule?</b> No  |   |
| Education*  |   |
| Professionally certified and endorsed employees receive salary increases for earning a Master's Degree, Educational Specialist's Degree, and Doctorate. |   |
| Other   |   |
| N/A   |   |

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