

## Jackson-Madison County Schools

### 2021-22 Differentiated Pay Plan

Hard-to-Staff	<input type="checkbox"/>
Instructional Roles	<input checked="" type="checkbox"/>
Performance	<input checked="" type="checkbox"/>
Alternative Salary Schedule	<input type="checkbox"/>

#### Hard to Staff (School, Subject, or Placement)

N/A

#### Instructional Roles or Responsibilities

<b>Description</b>	<p><b>Teacher Mentors:</b> Based on the unique needs of each individual school, while factoring in student/teacher ratio, each principal will assign a mentor to teachers who are on a permit who need support based upon identified area(s) of improvement. The district will provide the Mentor Teacher selection criteria to each school.</p> <p><b>Number of Unique Roles: 1</b></p>
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<b>Eligibility Criteria</b>	<p>Level of overall effectiveness (LOE); Certified in content/grade area; Years of experience</p> <p>While level of overall effectiveness and years of experience will be considered, they are not the only driving factors which will impact the selection of the teacher mentors. A mentor will have to have at least three (3) years of successful teaching experience. Possessing the ability to work well with adults, the ability to multitask, and the ability to work extended hours to assist one's colleague, will also be heavily considered. Principals will select mentors who will serve as a consultant, counselor, and cheerleader to teachers who are either brand new, new to the district, and/or have an area(s) of improvement identified by the principal. Mentors will not conduct any formal observations.</p>
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<b>Compensation Type and Size</b>	The amount will be determined based upon the number of mentors needed.
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<b>Reach</b>	60
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<b>Estimated Cost</b>	\$100,000
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#### Performance

<b>Description</b>	<p><b>Overall School Level of Effectiveness:</b> The Jackson Madison County School System will compensate schools based on their level of overall effectiveness scores. Number of Unique Roles: 1</p>
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<b>Eligibility Criteria</b>	<p>To be eligible for the Bonus:</p> <ol style="list-style-type: none"> <li>1. A school must earn a level 4 or level 5 composite score.</li> <li>2. Educators must be employed within the first 20-calendar days of the start of school and remain through the end of the school year, and not qualify for PYE.</li> <li>3. Eligible educators would receive bonuses equal to or above the recommended amounts based on the number of eligible schools.</li> </ol>
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<b>Compensation Type and Size</b>	<p>Recommended amounts based on the number of eligible schools (subject to increase)</p> <p><b>Level 4:</b> Principal: \$750.00 Assistant Principal and Teachers: \$350.00</p> <p><b>Level 5:</b> Principal: \$1,000.00 Assistant Principal and Teachers: \$500.00</p>
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<b>Reach</b>	200
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<b>Estimated Cost</b>	\$100,000
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<b>Description</b>	<p><b>Overall Educator Level of Effectiveness:</b> If a certificated educator (administrator or teacher) is not in a school whose composite score is a level 4 or</p>
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5, but their individual level of effectiveness is a level 4 or 5, the Jackson Madison County School System will compensate those educators based on their individual level of overall effectiveness scores.

<b>Eligibility Criteria</b>	To be eligible for the Bonus: 1. An educator must earn a level 4 or level 5 overall level of effectiveness score. 2. An educator must be employed within the first 20-calendar days of the start of school and remain through the end of the school year, and not qualify for PYE.
<b>Compensation Type and Size</b>	<b>Level 4:</b> \$350.00 <b>Level 5:</b> \$500.00
<b>Reach</b>	475
<b>Estimated Cost</b>	\$200,000

#### Alternative Salary Schedule

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

#### Education\*

After the bachelor's degree is obtained, educators are paid based on the following level of education while working toward and obtaining advanced degrees:

- Bachelor's +10, Bachelor's +20,
- Master's, Master's +10, Master's +20, Master's +30,
- Ed.S.
- Ed.D./Ph.D.

\*The district only pays +10, +20, or +30 to an educator working toward a higher degree that is related to education; all other degrees not related to education must be fully conferred per official transcript in order to receive compensation. The district does not pay for multiple degrees at the same level. (i.e., two or more bachelor's degrees or two or more master's degrees)

#### Other

**N/A**

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