

McNairy County Schools

2021-22 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	<p>The "hard to staff" areas are evaluated annually by the district. As areas are identified, certified teachers may be asked to meet requirements to add an endorsement qualifying them to teach those areas. The district will reimburse teachers the fees required to become endorsed in one of these areas.</p> <p>For the 2021-2022 school year the district has identified foreign languages at Adamsville High School, and special education in grades K-8 across the district as the target "hard-to-staff" areas.</p> <p>Priority Areas: K-4 (Special Education), 5-8 (Special Education), 9-12 (French, Spanish)</p>
Eligibility Criteria	<p>Level of overall effectiveness (LOE); Individual TVAAS; Certified in content/grade area; Attendance minimum (i.e., miss no more than 12 days); Years of experience; Advanced degrees</p> <p>Teachers are evaluated on district needs with a primary focus on the endorsement areas. Current teachers and new hires are eligible.</p>
Compensation Type and Size	<p>Compensation Type: Bonus Bonus Type: Retention</p> <p>Compensation Amount: Endorsement areas 5 x \$350.00</p>
Reach	5
Estimated Cost	\$1,750

Instructional Roles or Responsibilities	
Description	<p><i>Teacher Coaches:</i> Facilitate professional development and model instructional practices.</p> <p><i>Contenting Leaders:</i> Provide specific professional development to identified teachers.</p> <p><i>High Quality Instructional Materials (HQIM) District Support Staff:</i> will be utilized to guide the implementation of the English/language arts curriculum in grades K-12</p> <p>Number of Unique Roles: 3</p>
Eligibility Criteria	<p>Level of overall effectiveness (LOE); Individual TVAAS; Certified in content/grade area; Years of experience; Advanced degrees; HQIM training will be necessary.</p>
Compensation Type and Size	<p>Teacher Coaches 2 x \$400.00</p> <p>Content Leaders 12 x \$150.00</p> <p>HQIM Support Staff 2 x \$30,000.00</p>
Reach	16
Estimated Cost	\$62,600

Performance	
N/A	

Alternative Salary Schedule	
<i>Is the district implementing an alternative salary schedule?</i> No	

Education*

The district salary schedule includes lanes for the following advanced degrees: MA, MA+45, Ed.S., and Ed.D./Ph.D.

Other

N/A

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