

Macon County Schools

2021-22 Differentiated Pay Plan

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

Hard to Staff (School, Subject, or Placement)	
Description	The district will offer a signing bonus for teachers who are new hires or transfers within the school system in hard to staff areas such as Mathematics (Algebra II, Pre-Calculus), Science (Chemistry, Engineering), Spanish, or any other subject area deemed hard to staff by the director of schools. Priority Areas: 9-12 (Math, Science, Special Education, Spanish)
Eligibility Criteria	Level of overall effectiveness (LOE); Certified in content/grade area; Attendance minimum (i.e., miss no more than 12 days); Years of Experience; New hires and transfers must be certified by State of Tennessee in HTS area and receive a LOE score of 4 or greater in order to be eligible for year end bonus Current teachers and new hires are eligible.
Compensation Type and Size	Compensation Type: Bonus Bonus Type: Signing/Recruitment; Retention Compensation Amount: New hires and transfers within the system will receive \$1,000.00 at the time of signing, \$2,000.00 at end of the first year, and \$1,000.00 at end of each year for the next two years of employment in the HTS area. An LOE score of 4 or better for the current school year is required in order for employees to receive the scheduled bonus.
Reach	4
Estimated Cost	\$25,000
Instructional Roles or Responsibilities	
N/A	
Performance	
N/A	
Alternative Salary Schedule	
Is the district implementing an alternative salary schedule? No	
Education*	
Educators with the advanced degrees are compensated according to the salary schedule based on years of experience and degree held. Degrees include: BA, MA, MA +30, EDS, and DR.	
Other	
N/A	

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