

MADISON COUNTY

2023-24 Differentiated Pay Plan

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

Hard to Staff (School, Subject, or Placement)											
Description	<p>Speech</p> <p>Foreign Language</p> <p>Priority Areas: K-4 (Special Education, Speech), 5-8 (Math, Special Education, Speech), 9-12 (Math, Science, Special Education, Foreign Language)</p>										
Eligibility Criteria	<p>Certified in content/grade area</p> <p>Based on analysis of teacher vacancies for the 2022-2023 school year, the following areas were identified as hard to staff positions: special education, speech, secondary math and science and foreign language. There are shortages in these content areas throughout the state of Tennessee. After researching surrounding and compatible districts, we have found that there is an aggressive campaign to fill these vacancies with both internal and external candidates. After reviewing TN Compass data, several JMCSS teachers have dual endorsements inclusive of regular and special education. In order to incentivize teachers to transfer and to attract new candidates into those hard to staff areas, the Critical Needs and Hard to Staff schedule has been proposed.</p> <p>Current teachers</p> <p>New hires</p>										
Compensation Type and Size	<p>Compensation Type: Bonus Bonus Type: Signing/Recruitment Retention</p> <p>Compensation Amount: Recommended amounts based on the most critical needs:</p> <table> <tr> <td>Sped Teacher</td><td>\$5,000</td></tr> <tr> <td>Speech</td><td>\$7,500</td></tr> <tr> <td>Middle School Math</td><td>\$4,500</td></tr> <tr> <td>High School Math/Science</td><td>\$7,500</td></tr> <tr> <td>Foreign Language</td><td>\$4,500</td></tr> </table>	Sped Teacher	\$5,000	Speech	\$7,500	Middle School Math	\$4,500	High School Math/Science	\$7,500	Foreign Language	\$4,500
Sped Teacher	\$5,000										
Speech	\$7,500										
Middle School Math	\$4,500										
High School Math/Science	\$7,500										
Foreign Language	\$4,500										
Reach	275										
Estimated Cost	\$525,000										
Instructional Roles or Responsibilities											
N/A											
Performance											
Description	<p>1. Level of Effectiveness based on School Performance</p> <p>Overall, School Level of Effectiveness: The Jackson-Madison County School System will compensate schools based on their level of effectiveness scores.</p>										

To be eligible for the Bonus:

1. A school must earn a level 4 or 5 composite score for the current year.
2. Educators must be employees 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 or selected to have scores nullified.
3. Tested educators must be teacher of record for 80% of instructional days, remain in the tested area until the completion of testing and may not qualify for PYE.
4. Eligible educators would receive bonuses equal to or above the recommended amounts based on the number of eligible schools. Recommended amounts based on the number of eligible schools (subject to increase)

Principals:

Mathematics	Reading
Level 5: \$3,000	\$2,000
Level 4: \$2,000	\$1,500

High School Principals:

ACT Composite

>21	\$2,500
20	\$2,000
19	\$1,500
18	\$1,000.00

Certified Staff:

Level 4: Non-Tested Educator-	\$350.00
Tested Educator-	\$700.00
Level 5: Non-Tested Educator-	\$500.00
Tested Educator -	\$1,000.00

2. Level of Effectiveness based on Individual Scores

Overall Educator Level of Effectiveness: Is a certificated educator is not in a school whose composite scores is a level 4 or 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.

To be eligible for the Bonus:

1. Educators must be employees 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 or selected to have scores nullified
2. Tested educators must be teacher of record for the course the first 10 calendar days and remain in the tested area until the completion of testing and may not qualify for PYE.
3. Eligible educators would receive bonuses equal to or above the recommended amounts based on the number of eligible schools. Recommended amounts based on the number of eligible schools (subject to increase)

Level 4 Tested Educator-	\$700.00
Level 5 Tested Educator-	\$1,000.00

Eligibility Criteria	Eligible Teachers: Tested teachers Non-tested teachers Portfolio teachers School administrators Other instructional staff Eligibility Criteria: Level of overall effectiveness (LOE) Individual TVAAS or portfolio growth score School-level TVAAS Minimum performance benchmarks of level 4 or level 5.	
Compensation Type and Size	1. Level of Effectiveness based on School Performance Recommended amounts based on the number of eligible schools (subject to increase) Principals: Mathematics Level 5: \$3,000 Level 4: \$2,000 High School Principals: ACT Composite >21 20 19 18 Certified Staff: Level 4: Non-Tested Educator- Tested Educator- Level 5: Non-Tested Educator- Tested Educator - 2. Level of Effectiveness based on Individual Scores Recommended amounts based on the number of eligible schools (subject to increase) Level 4 Tested Educator- Level 5 Tested Educator-	
	Reading	\$2,000 \$1,500 \$2,500 \$2,000 \$1,500 \$1,000.00 \$350.00 \$700.00 \$500.00 \$1,000.00 \$700.00 \$1,000.00
Reach	675	
Estimated Cost	\$875,000	
Alternative Salary Schedule		
<i>Is the district implementing an alternative salary schedule?</i> No		
Education*		
Educators are compensated for earning advanced degrees in JMCSS based on the district teacher salary schedule. The district compensates B.A. plus 10, B.A. plus 20, Master's Degree, Master's Degree plus 10, Master's Degree plus 20, Master's Degree plus 30, EDS, and Doctorate.		
Other		