

## McNairy County Schools

### 2019-20 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>	Teacher Trainers and Instructional Teacher Support-- Provides support, instruction, and specific training for teachers either in small group or whole group settings as determined by the principal. Remedial Support--assists students who are identified based on performance data and teacher recommendation with both skills improvement and standards acquisition. <b>Number of Unique Roles: 2</b>
<b>Eligibility Criteria</b>	Level of overall effectiveness (LOE); Individual TVAAS; Certified in content/grade area; Years of experience; Advanced degrees Principals also provide recommendations based on need of roles/responsibilities.
<b>Compensation Type and Size</b>	Teacher Trainers and Instructional Teacher Support (15) @ \$75-\$1500 Remedial Support (60) @ \$350-\$4500
<b>Reach</b>	75
<b>Estimated Cost</b>	\$85,000
Performance	
N/A	
Alternative Salary Schedule	
<i>Is the district implementing an alternative salary schedule?</i> No	
Education*	
MA, MA+45, Ed.S., and Ed.D degrees are compensated via the salary schedule.	
Other	
N/A	

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