

Jackson County Schools

2019-20 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	We have struggled to find an ESL/ELL person. In the past, when a teacher could obtain the license via Praxis scores, we have paid for teachers to take the test but the new requirement for 18 hours of credit in addition to the test, has made it unattractive to teachers because of the cost. We contracted with a retired educator and found a person who moved into the county last year. We hope to keep her employed, but if she leaves for a higher paying district, we will again be without a teacher. Similarly, we have struggles with math and science teachers in high school. They are simply not available, and those few that are usually get snapped up by larger districts with higher pay and better benefits. Priority Areas: K-4 (ESL/ELL), 5-8 (ESL/ELL), 9-12 (Math, Science, ESL/ELL)
Eligibility Criteria	Certified in content/grade area Current teachers and new hires are eligible.
Compensation Type and Size	Compensation Type: Bonus Bonus Type: Signing/Recruitment Compensation Amount: \$1,000 signing bonus per teacher
Reach	1
Estimated Cost	\$1,000
Instructional Roles or Responsibilities	
Description	Peer Observer: Observe instruction, identify and reinforce best practices, identify areas for refinement, facilitate coaching conversations School Leadership Team Member: Data Analysis, Short and Long Range Goal Setting, Strategic Planning Number of Unique Roles: 2
Eligibility Criteria	Level of overall effectiveness (LOE); Certified in content/grade area
Compensation Type and Size	Peer Observers x 8 @ \$1000 each School Leadership Team Member x 16 @ \$200 each
Reach	24
Estimated Cost	\$11,200
Performance	
N/A	Updated July 2020: Due to COVID-19 school closures and no evaluation or testing data for 2019-20, the district has elected to remove the performance component from the 2019-20 plan.
Alternative Salary Schedule	
Is the district implementing an alternative salary schedule? No	
Education*	
Jackson County Schools compensates for MA, MA+30, Ed.S, and Doctorate Degrees.	
Other	
N/A	

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