

## Metro Nashville Public 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

- **Description**
- **MNPS District Mentors:** a specific role in the life of a new to MNPS educator. Unlike a building level mentor who can provide immediate or on-demand support, the MNPS district mentor will serve as a touchstone for more broad institutional support and professional learning. These mentor relationships will focus on developing and/or refining a personal sense of vision and mission around educating Nashville's students. While reflecting on that vision, these groups will also challenge each other to learn more about the instructional craft. Part of the program includes engaging in collaborative group learning around the National Board for Professional Teaching Standards Accomplished Teaching Learning and Schools video cases during the monthly meeting. Additionally, mentors will also be a line of support when it comes to navigating challenges in a large school district.
- **TEAM Ambassador:** A TEAM Ambassador serves as a liaison between the Office of Talent Management and the teachers in your school. This creates a cycle of support through which the TEAM Ambassador receives information related to TEAM evaluations throughout the school year, communicates that information and provides ongoing support to teachers, and elevates teacher voice to the Office of Talent Management. Ultimately, the work of the ambassador will increase teacher awareness of and engagement in the TEAM evaluation policy and process.
- **Capstone Lead Teacher:** Participate in principal designated activities, lead meetings, manage the program goals
- **Special Programs Lead Teacher:** Facilitate and lead special programs such as Montessori, Paideia, AVID, etc.; position approved by EDSSI (principal manager) and Community Superintendent
- **Freshman Seminar Lead Teacher:** Participate in principal designated activities, lead meetings, manage the program goals
- **IB/Cambridge Lead Teacher:** Provide training, leadership and management in meeting program requirements
- **Lead Teacher: Team, Grade level, Content, Academy:** Participate in principal designated activities, lead team/grade level/content meetings
- **Partnership Coordinator:** Plan and provide family engagement activities, coordinate with community partnership activities

- **Leadership Team Member:** Participate on school leadership team, which includes SIP development activities in addition to attendance at scheduled school leadership team meetings
- **Building level Teacher Mentor:** Provide active support and mentoring to new teachers
- **Number of Unique Roles:** 5 or more

<b>Eligibility Criteria</b>	<p>Years of experience</p> <p>To be eligible for a District MNPS Mentor, educators must have an overall observation average above 3.00 and a Professionalism rating of 3.00 or higher. Additionally, the educator must spend 50% of his her time providing direct supports to students and have three or more years of MNPS experience.</p> <p>TEAM Ambassadors must be in a role that spends 50% or more time providing direct supports to students.</p>
<b>Compensation Type and Size</b>	All roles with exception of TEAM Ambassadors and MNPS District Mentors, receive a \$1,000 dollar stipend annually. This is paid in two installments: December and May. The TEAM Ambassador stipend is \$1,500 and the MNPS District Mentor stipend is \$1,500.
<b>Reach</b>	1,250
<b>Estimated Cost</b>	\$1,444,576

#### Performance

N/A

#### Alternative Salary Schedule

***Is the district implementing an alternative salary schedule?*** No

#### Education\*

Educators submits advanced degree change (MA, MA+, EDS, Doctorate) to the TDOE, then informs our Employee Resource Center. The ERC verifies the advanced degree and then makes the changes in our Payroll system. The employee is then moved accordingly on the pay scale.

#### Other

The National Board Certification supplemental pay will be paid at the rate of \$4,000 per school year for eligible employees. Teachers, school psychologists, school counselors and coaches are eligible for this supplement with these additional requirements:

- Possessing a current National Board Certification
- Remains working in a job classification that is within the area of National Board Certification or is assigned as an academic coach within the area of the National Board for Professional Teaching Standards certification
- Full time with an "active" payroll status (not on an unpaid Leave of Absence)

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