

## Maury 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>	We have designated instructional coaches (PLC, Data, and PBL/STEM), Lead Mentors, and PD leaders to provide on the job coaching and professional development to increase teacher effectiveness and ultimately improve student achievement. <b>Number of Unique Roles:</b> 3
<b>Eligibility Criteria</b>	Level of overall effectiveness (LOE); Individual TVAAS
<b>Compensation Type and Size</b>	Instructional coaches receive \$2000 Lead Mentors receive \$1000 PD leaders receive \$250 per session they lead
<b>Reach</b>	175
<b>Estimated Cost</b>	\$328,923
Performance	
N/A	
Alternative Salary Schedule	
<i>Is the district implementing an alternative salary schedule?</i> No	
Education*	
MA, MA+30, Ed.S, Ed.D and Ph.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.