

Jackson-Madison County Schools

2020-21 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 Teacher Mentors: Based on the the unique needs of each individual school, while factoring in student/teacher ratio, each principal will assign a mentor to the teachers who are in need based upon identified area(s) of improvement. The district will provide the Mentor selection criteria to each school.

Number of Unique Roles: 1

Eligibility Criteria Level of overall effectiveness (LOE); Certified in content/grade area; Years of experience

While level of overall effectiveness and years of experience will be considered, they are not the only driving factors which will impact the selection of the teacher mentors. A mentor will have to have at least three (3) years of successful teaching experience. Possessing the ability to work well with adults, the ability to multitask, and the ability to to work extended hours to assist one's colleague, will also be heavily considered. Principals will select mentors who will serve as a consultant, counselor, and cheerleader to teachers who are either brand new, new to the district, and/or have an area(s) of improvement identified by the principal. Mentors will not conduct any formal observations.

Compensation Type and Size This amount will be determined based upon the number of mentors needed.

Reach 100

Estimated Cost \$200,000

Performance

N/A

Alternative Salary Schedule

Is the district implementing an alternative salary schedule? No

Education*

After the Bachelor's degree is obtained, educators are paid using the following while working toward and obtaining advanced degrees:

- Bachelor's +10, Bachelor's +20
- Master's, Master's +10, Master's +20, Master's +30
- Ed.S.
- Ed.D./Ph.D.

*The district only pays +10, +20, or +30 to a teacher working toward a higher degree that is related to education; all other degrees not related to education must receive the full MA, Ed.S, or Ed.D. to receive payment.

*The district does not pay for two (2) of the same degrees. For example, a teacher having two (2)

bachelors degrees or two masters degrees.

Other

N/A

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