

## Shelby County Schools

### 2021-22 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)	
<b>Description</b>	A one-time hard-to-staff bonus will be paid to new hires and/or existing employees with the required certification in the content/grade area who pursue a teaching assignment in the designated area for the first time at SCS. <b>Priority Areas: K-4 (Special Education), 5-8 (Special Education), 9-12 (Math, Science, Special Education)</b>
<b>Eligibility Criteria</b>	Certified in content/grade area Current teachers and new hires are eligible. Employees must be employed and teaching one of the approved content/grade areas at the time of payout.
<b>Compensation Type and Size</b>	<b>Compensation Type:</b> Bonus <b>Bonus Type:</b> Signing/Recruitment <b>Compensation Amount:</b> \$2,500
<b>Reach</b>	140
<b>Estimated Cost</b>	\$350,000

Instructional Roles or Responsibilities	
<b>Description</b>	The Teacher Mentor provides new educators with supportive school environments where they feel supported, valued, trusted, and empowered to collaborate in order to improve instruction. <b>Number of Unique Roles: 1</b>
<b>Eligibility Criteria</b>	Certified in content/grade area; Years of experience; Advanced degrees Level of overall effectiveness and advanced degrees may be components considered, but may not be set requirements to determine minimum qualifications.
<b>Compensation Type and Size</b>	Teacher Mentor (300) * \$500
<b>Reach</b>	300
<b>Estimated Cost</b>	\$150,000

Performance	
N/A	

Alternative Salary Schedule	
N/A	

Education*	
For FY22, the district returned to a steps and lanes pay structure that compensates teachers according to their degree (BA, MA, or Ph.D) and years of experience.	

Other	
<b>National Board Certification:</b> National Board Certified Teachers receive amounts ranging from \$6,000 to \$10,000 annually. In order to be eligible for the full bonus, teachers are required to maintain a current certification in addition to signing up to complete a stated number of hours of tutoring, teacher mentoring or providing professional development.	

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