

## Murfreesboro City

### 2022-23 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>	<p>We have four behavior/emotional support classrooms designed for SPED students who need a more restrictive placement than a traditional school setting can provide.</p> <p>We are also an elementary school district Pre-k - 6th grade. It is hard for us to recruit and retain 6th grade teachers.</p> <p><b>Priority Areas: K-4 (SPED),5-8 (Grade 6, SPED), 9-12 ()</b></p>
<b>Eligibility Criteria</b>	<p>Level of overall effectiveness (LOE)</p> <p>Individual TVAAS</p> <p>Certified in content/grade area</p> <p>Current teachers</p> <p>New hires</p>
<b>Compensation Type and Size</b>	<p><b>Compensation Type:</b> Bonus <b>Bonus Type:</b> Signing/Recruitment Retention</p> <p><b>Compensation Amount:</b> Returning 6th grade teachers will receive \$1,000 payable in January.</p> <p>New 6th grade teachers will receive a \$2,000 signing/retention bonus, half payable in September and half in January.</p> <p>SPED teachers will receive a \$2,000 signing/retention bonus, half payable in September and half in January.</p>
<b>Reach</b>	32
<b>Estimated Cost</b>	\$40,000
Instructional Roles or Responsibilities	
<b>Description</b>	<p>Academic Coaches in each of our thirteen schools. These individuals help facilitate PLC meetings, work with each grade level team to implement best instructional practices. Team teach, model and observe classroom teachers</p> <p><b>Number of Unique Roles:</b> 5 or more</p>
<b>Eligibility Criteria</b>	<p>Level of overall effectiveness (LOE)</p> <p>Individual TVAAS</p> <p>Certified in content/grade area</p> <p>Years of experience</p> <p>Advanced degrees</p>
<b>Compensation Type and Size</b>	Academic Coaches receive \$2,000 bonus each year
<b>Reach</b>	15
<b>Estimated Cost</b>	\$30,000
Performance	
N/A	
Alternative Salary Schedule	

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

**Education \***

MA, MA+30, EDS, Ph.D

**Other**

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